

2011-2012 Annual Report



wisdom youthful

I came to Rebound because when I was in grade 9 I started smoking marijuana and skipping classes, a lot. If I did go to school I would always be late. I also started becoming really sassy. All this got me into a lot of trouble.

One day my Mom caught me skipping class, and I was quite "high." She wasn't impressed and she called Rebound. At first I participated in the STAND program, coming to talk about once a month, and I really enjoyed it. Then I participated in the LIFE Choices program. I really loved it and at Rebound I felt like I was accepted and could be myself.

After the LIFE Choices program, I decided to participate in SAFE on my own and I loved that program too, I learned a lot about myself and all the different dangers that can happen when you do drugs.

When I was in the SAFE Choices program I was asked to be a Jr. table coach for the STAGE Jr. program. I am not usually asked to be a leader at a lot of things because of what happened in grade 9. It made me so happy that they actually trusted me to do this.

Today, I have stopped doing drugs and even my parents say they see a HUGE change in me. I love Rebound and now that the STAGE Jr. program is done I am going to join another program, then another until I cannot do them anymore. Oh, and I am also part of the Youth Engagement Committee!

Allie, 16



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This report was designed, written and produced entirely in-house by Rebound staff and volunteers.

contents

mission

Rebound is a volunteer-based organization committed to young people at risk. Our programs encourage youth to develop skills that promote a positive response to self, others and community.

vision

- WE ARE a vital community organization focused on nurturing wholesome values for young people and their families in our local community and beyond.
- WE PROMOTE .. changed attitudes and behaviours helping young people develop skills that promote a positive response to self, family and community.
- WE PROVIDE challenging, flexible programs and services in a variety of inviting settings.
- WE STRIVE in all aspects of our organization for excellence through competency and commitment to our youth and their families.

values

WE BELIEVE...

- that every child and youth has the right to attain his or her full potential as a human being;
- that every volunteer/staff and board member is vital to the success of our organization and equally valued for their contribution;
- in the confidentiality and the right of privacy of the individual and family;
- in nurturing wholesome values such as integrity, responsibility, commitment and caring for all young people and their families;
- that all youth and their families are entitled to excellence and competency in all services our organization offers;
- that our collaboration with other community organizations is vital to the overall well being of the community we serve.



At Sarnia-Lambton Rebound our achievements are measured by the everyday successes of our clients as they overcome the various obstacles in their lives that have led them to Rebound.

Thanks to the hard work of our staff and volunteers, the dedication and willingness of our youth and their parents to strive for positive changes in their relationships, Rebound has enjoyed 28 successful years serving families across Sarnia-Lambton. This past year has been filled with highlights, including:

- **5536 youth served by Rebound's community and county services**
- **Of these, 248 served in our social skill programs, including Life Choices, SAFE Choices, STAGE and STAND**
 - **18 youth were served in our restorative justice program**
 - **4248 youth completed our school-based programming**
- **Developed and delivered training for the "Choices" program to 6 communities across Ontario for the roll-out of the Ministry of Health Drug Treatment Funding Program, "From At Risk to At Promise". The six sites include: Brampton, Chatham, Sault Ste. Marie, Brockville/Smith Falls, Waterloo, and Thunder Bay**
- **Continued with the delivery of the boys program piloted last year, TAG (Tools for Attaining Growth). Expanded delivery to include a session at Aamjiwnaang First Nation**
- **Partnered with Sarnia City Police to deliver a cyber-bullying education session to every Grade 8 class in Sarnia. 883 youth received information promoting cyber safety**
- **Volunteers contributed 5475 unpaid volunteer hours valued at \$92 820 that kept costs down and provided essential support to clients. These numbers are not reflected in our financial statements.**
 - **We budgeted as an agency to spend \$895 492 and our actual spending totaled \$954 432**
 - **We budgeted to raise \$881 362 and our actual total was \$956 970**
- **Celebrated our fifth consecutive year as one of Charity Intelligence Canada Top Picks for operational efficiency and effectiveness**
- **Initiated collaboration with the Centre of Excellence in Child and Youth Mental Health on two critical organizational projects. A formal evaluation of our foundational program Life Choices is currently underway as well as Rebound's formalization of our Youth Engagement practice**
- **Continued with the commitment to the theatre production by performing The Beauty and the Beast with 80 local artists, much to the delight of 1 800 patrons**
 - **Entered Imagine Canada's Standards Accreditation pilot project**

agency
year in **review**

Overview

Sarnia-Lambton Rebound is a non-profit organization that provides support for children, youth and families in our community. Since our founding in 1984, we have been committed to supporting young people. Today, our programs serve children and youth between the ages of 8 and 17. 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: grief/loss, peer pressure, identity issues, searching for belonging, sexual orientation and bullying. Many youth need a safe place to explore their feelings and some caring guidance in helping them learn strategies to make better informed, more positive decisions.

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

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

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

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

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

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

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

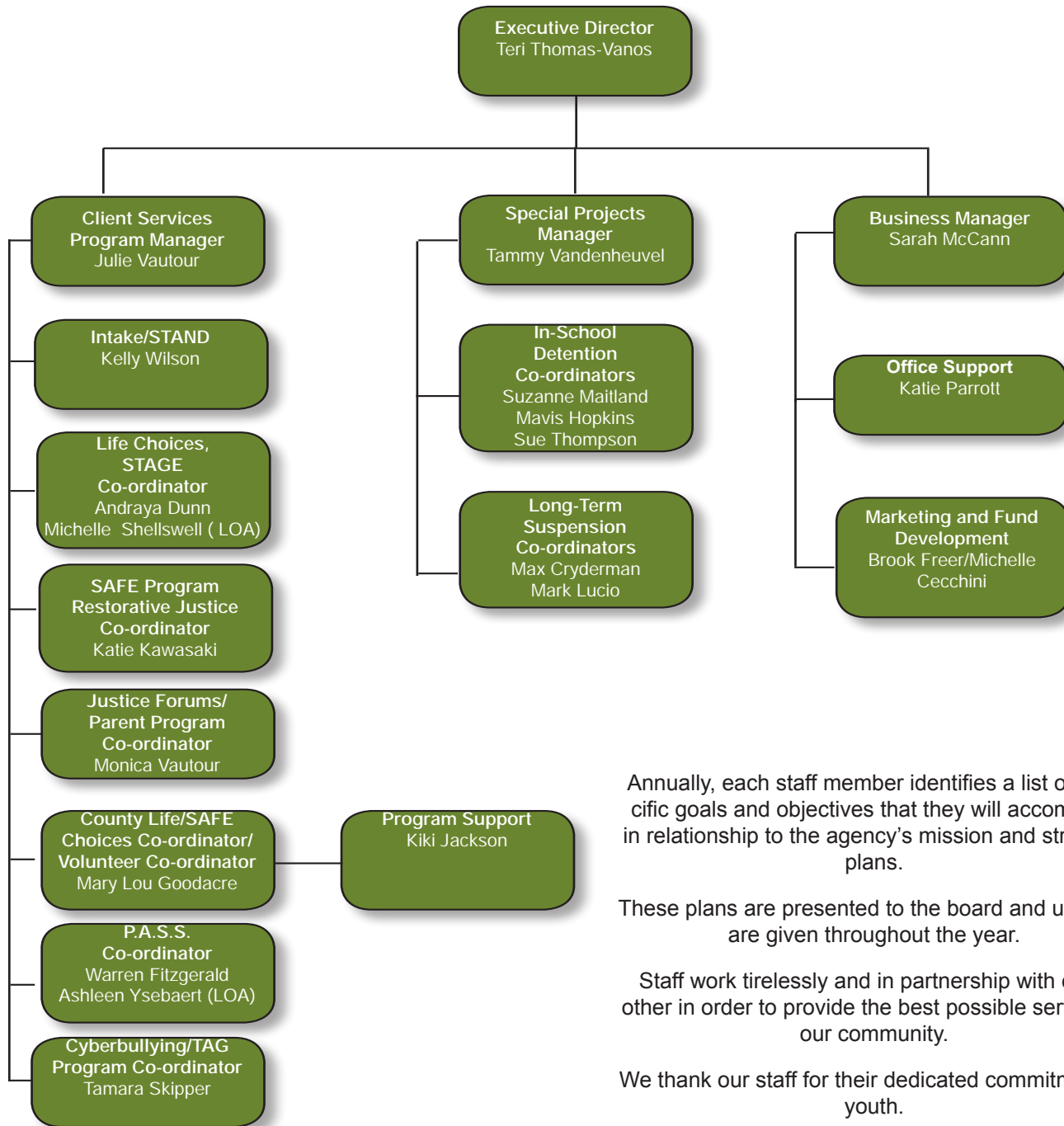
Since 1984, Sarnia-Lambton Rebound has successfully served more than 19000 young people from across Lambton County in community-based programs.

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



Sarnia Lambton Rebound

Staff Organizational Chart 2011-2012



Annually, each staff member identifies a list of specific goals and objectives that they will accomplish in relationship to the agency's mission and strategic plans.

These plans are presented to the board and updates are given throughout the year.

Staff work tirelessly and in partnership with each other in order to provide the best possible service to our community.

We thank our staff for their dedicated commitment to youth.

organizational

chart 2011
2012

report president's



Again, as Board President, it is my distinct honour and privilege to report to you on behalf of the Board of Directors of Sarnia-Lambton Rebound on the work undertaken by the Board this past year.

The Board, as in past years, has been committed to keeping the Agency on a solid foundation, both financially, and operationally. One of the Board's primary functions is to provide and maintain a strong financial foundation for the delivery of service that is so crucial to our community. We also as a Board recognize the importance of providing an equally strong foundation of infrastructure for the staff, volunteers and community in delivery of service.

We continue to operate our fund raising galas and functions and most importantly, have secured the services of a marketing and fundraising employee whose job description is to oversee these very important goals. We have in the past year recognized the importance of this role and are now seeing the fruits of that labour.

Our "Hearts for Youth Gala" was again a tremendous success, as a result of the efforts of our staff. This year, we included many of the youth involved in Rebound to take part in the Gala, as an effort to expand our "youth engagement" process at Rebound.

We continue to partner with the Tristan Carswell family in running a golf tournament, the proceeds of which have generously been directed to Rebound. Further, we carried on the tradition of presenting a play that included many of the youth participating or previously participating in Rebound, alongside other wonderful children and people in the community. Last year, "Beauty and

The Beast" was the production and this year we are presenting FAME Jr. The concept has been a fantastic success, both as a financial boost to the Agency, but also and more importantly, as a wonderful "team experience" provided to the children. For many, this was an initiation to the concept of team work that boosts their feelings of self-worth and achievement.

We are continually seeking new ways to bring Rebound to the community and to give the community an opportunity to support us financially and equally as important, in the form of volunteering within Rebound.

The Dow Center for Youth is home base for Rebound and has fast become a recognizable icon as a center for youth within the community. This new building, which is unique in its concept and "green" standards, was a gift to the community from Dow Canada, together with so many other key contributors, and now houses Rebound, Big Sisters and Big Brothers. It is a standard that other communities envy and we are very proud to offer services to the youth of Sarnia Lambton from such a facility.

The Board continued efforts this year to develop specific strategies that form our organizational capacity. For example, by reviewing our Human Resource (HR) Policies, the Board committed to meet the standards of the HR Council for Voluntary and Non-Profit Sector.

To sustain our quality of service and transparency, the Board and Staff have initiated the Standards Accreditation process by Imagine Canada as a charter agency. This is a voluntary pilot exercise open to all not for profit and charitable organizations across the country. This is a significant undertaking for Rebound and again, we are striving to demonstrate to our clients, partners and the community, the ongoing efforts of the organization to ensure public confidence in our work as a not-for-profit organization. Our Board and Staff

continue to improve upon our services, efficiencies and transparency. We look forward to this exercise in self-reflection and policy and protocol review as a mechanism for growth and enhancement.

Volunteers are an integral part of what we do. We as an Agency continue to work to recruit, train, retain and appreciate volunteers who are so giving and are so diligent. This year in particular we as a Board and Agency have made efforts to recruit quality team leaders as volunteers to complement our staff.

Our new Executive Director, Teri Thomas-Vanos, undertook her role with energy and ability this past year. The Agency has been blessed to have such a wonderful and capable person at the helm, after so many years of dedicated service from Mary Ellen Warren. Teri is a professional in every respect and has already put her stamp of excellence on the Agency!

Teri's first challenge, along with the Imagine Canada application, was to implement the Ministry of Health project to place Rebound programs in at least a half dozen other selected communities in Ontario. The implementation was a success only because of the tireless efforts of our staff and many communities now enjoy the benefit of Rebound designed programs for their youth as a result of the MOH project. This was perhaps the greatest challenge to our Executive Director and Staff this past year, and we, as a Board, congratulate them for their hard work and perseverance. We consider this a tremendous recognition by our Provincial Government of the importance of what this Agency delivers daily to "at risk youth" in our community.

Again, my thanks to the Board Members, Executive Director Teri Thomas-Vanos and our staff and volunteers in making this past year a success! We look forward to meeting the many challenges ahead in the upcoming year!

John Ruffilli

Board President

Sarnia Lambton Rebound



executive director's report



It is amazing that a year has passed so quickly, and so event filled. My first year at Sarnia Lambton Rebound has been a whirlwind. There are many stories to tell you...

Amidst the heat and storms of summer, Rebound staff worked tirelessly with many youth from our community to deliver the smash hit stage production, *Beauty and the Beast*. Countless hours of volunteer support coupled with the talent of the youth created a wonderful theatre experience.

October brought us much anticipated news of a project with the Ministry of Health to pilot "Rebound Choices" in 6 sites across the province. This proposal originated with Mary Ellen Warren and finally became a reality. In November we held training here for the sites and have been travelling to Sault Ste. Marie, Brockville/Smith Falls, Chatham, Thunder Bay, Waterloo and Brampton to get the program up and running in these communities. All sites are now running the Rebound Choices program to assist youth in their home towns. Choices is a combination of our Life and SAFE Choices programs. This has been an incredible opportunity for the organization to be recognized as a promising practice in the field of early intervention and prevention of substance mis-use amongst adolescents.

Along this line, we have been working with the Centre of Excellence in Child and Youth Mental Health on two significant projects. One is a yearlong commitment to the program evaluation of our foundational program, Life Choices. Key

stakeholders have been working with us to update, revise and establish new outcome indicators of success for this program. We are using evidence informed practice to guide our programming content and optimize outcomes for youth and families in our community.

The other project, and one that has reignited our passion for empowering youth in our community is the Youth Engagement commitment we have embarked upon. As you know, Rebound has always been an organization that seeks input and feedback from youth. Youth Engagement has helped us to formalize this action and challenge us to fully commit to being an organization for youth and about youth. We rolled out our intention this year at our Hearts for Youth gala in February. Two youth who have worked with Rebound programs gave of themselves to co-emcee the event. We have now established a Youth Advisory of local youth who meet monthly to guide and impact our programming and our role in the community. We asked for their voices and they have responded, loud and clear.

In November, we were recognized by Charity Intelligence as a Top Pick Charity for 2011. This label identifies Sarnia Lambton Rebound as an organization that utilizes our donations to their full potential by translating dollars to direct services to youth in our community. During the fall and winter months we were also applying our efforts to a pilot project with Imagine Canada's Standards Accreditation process, a national organization to strengthen and foster sustainable charitable organizations.

On the day of what seemed to be the only snow storm of winter, we hosted our 13th annual Hearts for Youth gala. An evening of mystery and intrigue was

enjoyed by all who attended for the masquerade ball. My first event of this magnitude and I have to say, the team at Rebound really knows how to create a wonderful fundraising event.

Also during this time, we witnessed youth in our community dealing with increasingly complex social and mental health issues. We worked on a 10 month partnership with Sarnia City Police to confront the emerging challenges associated with social media. The internet has created a world of constant access that is gratifying and full of opportunity but also has the potential to harm and torment when abused. We've seen the evolution of the school yard bully transformed behind a screen into a cyber-bully. We are committed to holding youth accountable and responsible social media users.

We have grieved and questioned, along with the rest of our community, over the crisis of youth suicide. Like others, we at Rebound do not have solutions. We welcome the opportunity to hear the voice of youth, to begin to understand and recognize

the obstacles and challenges that they face. Our ongoing commitment is to be an organization that invites youth to talk to us, inform us, so that we can be an ally on their journey.

Throughout this past year, we have all grown and adjusted to the natural changes that result during a period of transition. I would like to acknowledge and thank the staff, volunteers and our Board of Directors for their support during this time. It has been good to hear the sounds of kids coming down the hall for program, to sit with community partners and Ministry funders to explore the challenges and opportunities in supporting youth and families, to be a part of an organization committed to supporting, developing and optimizing youth.

I welcome you to join us as we walk this path with the children and youth of Sarnia Lambton.

Teri Thomas-Vanos



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 by Wolfe, Jaffe and Crooks 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/guardians 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

- other social service agencies serving young people who could benefit from social skill development and support
- judges, lawyers and probation officers
- police who use the program as a community response to youth crime or as an extra-judicial measure under the Youth Criminal Justice Act

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 Advisory 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, 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.

Life Choices

The Life Choices Program is for youth between the ages of 12 and 17 who may be experiencing difficulties at home, at school or in the community.

Youth are divided into two age groups and meet on different nights depending upon whether they are in elementary or secondary school.

Each group is split into smaller groups of four to five youth and two volunteer "table" coaches. These smaller groups stay together throughout the entire 10-week program.

Group sessions for Life Choices are held one night a week for 10 consecutive weeks. Each session's topics are chosen by staff after consultation with the participating youth and their parents/guardians.

Topics can include: communication, decision-making, goal-setting, assertiveness, integrity, peer relationships, conflict resolution and many

others.

Each session uses a variety of techniques to enhance the learning environment. These include role-plays, small group discussion, large group exercises, video clips and guest speakers.

It is our commitment that each young person in the program is able to understand the major points of each lesson, to gain skills by practising lessons during each session, and to ensure that each youth is able to apply the skills learned in various life situations.

Recently, we have developed a new lesson on tolerance. With bullying & disrespectful behaviour being such a growing concern within our community this lesson helps youth understand and most importantly, respect peoples' differences. Our commitment to making a difference in the lives of young people lead us to continuously seek to improve and update our sessions.

75 youth served out of 3 locations: Sarnia, Forest, Petrolia.



participant quotes

Age 15: "I think this course made me grow up and figure out how to avoid bad decisions."

Age 16: "I set short term goals for myself more often to help reach those bigger goals."

Parent: "She is taking school more seriously and has even quit smoking, thank you!"

S.A.F.E. Choices

Substance Abuse Facts and Education

The SAFE Choices program is a program that focuses on substance use education for youth between the ages of 14 & 17. This program is designed to assist youth in making informed decisions about substance use.

The youth are divided into small groups of four to five youth and two volunteer "table" coaches. These smaller groups stay together throughout the entire 10 week program. Meeting one night a week the youth discuss the dangers associated with a variety of substances, health issues, addiction, assertive choices and many more.

Most importantly it is a 'SAFE' place for youth to ask questions and get honest, non-judgmental answers and advice.

The program is widely supported by our community partners, which include the Sarnia Police Service, Lambton OPP, Lambton Kent District School Board and St. Clair Catholic District School Board.

Guest speakers are used to address issues that concern the youth. These speakers range from professionals in the medical field, to recovering addicts that share their life experiences and how

they overcame their dependency. We find the youth are very engaged by the speakers.

There are three major program components each week, including:

23 youth served out of 3 locations: Sarnia, Forest, Petrolia.

1. Drug Resistance Skills

- Provide accurate information on consequences of various substances
- Examine media influence to use substances
- Refusal techniques and delay tactics when specifically approached to use substance

2. Social Skills Development

- Communication
- Assertiveness
- Decision-Making
- Problem-solving
- Building of Healthy Relationships

3. Self Management Skills

- Goal-setting
- Self confidence
- Coping strategies for stress and anxiety

participant quotes

Age 17: "I can be trusted more, it's a great feeling."

Age 15: "I realized that partying less and smoking less weed actually makes me miss school and motivates me to go."

Parent: "He is using the information he has learned, his attitude is more positive and seems to be turning a new leaf, making better choices."

Thanks to:



S.T.A.G.E.

Strategies Towards Achieving Girl Empowerment

Recent crime statistics from Statistics Canada show an increase in violent offences with females between the ages of 12 and 17. This holds true in our own local community. In discussions with the agency's police and court partners it was decided the creation of a program focusing on the factors behind this aggressive behaviour and other female-related issues was needed. It has become clear that the treatment programs and interventions used for aggressive adolescent boys was not necessarily the best answer for aggressive girls. It has also been noted that young women are more likely to show a positive impact in groups that are specific to their gender, cover specific unique issues and are led by female facilitators. Our model was developed based in the work of Dr. Alan Leschied (2002). After several pilot programs, we now regularly offer the STAGE Program in our community.

57
girls served in
Samia Lambton

Some of the topics include relational aggression, body image, media messages and safety. The program is provided to a maximum of 12 young women per session which is held one night per week for 10 weeks.

One hundred percent of the young girls attending the STAGE program agree that they deal with relational aggression and body image pressures on a daily basis. At Rebound we offer support and a safe environment to problem solve and talk while using skills practice exercises, such as behaviour rehearsals to ensure the youth are confident with their newly learned skills.

In 2008, the program was created and designed through a generous \$30,000 grant from Libro Financial. STAGE has become one of Rebound's most successful outcome programs. Thanks to the program's effectiveness, Rebound has launched a STAGE Jr. program for girls aged 9-11.

participant quotes

Age 13: " I am at peace with everyone here at Rebound."

Age 12: "A girl asked me to skip school and I said NO and we are not friends anymore because she makes bad choices."

Parent: "This program is an excellent confidence builder, thank you!"



Stand

Stop Think and Decide

Most of Rebound's services are group based programs. To meet the various needs of the youth being referred to us for service, we implemented a one-to-one program called the STAND program. There are 3 primary purposes for the program:

In response to a need to provide appropriate programs for youth who score lower on risk-need assessments, we have designed a shorter intervention program. Rebound's STAND program empowers young people using strategies to help them make responsible decisions for themselves.

The STAND program can be used for immediate service for young people waiting for the next group program to begin. In this way, Rebound can ensure that each referred 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 program with a trained professional.

Recent program sessions have included discussions about family breakdown, unhealthy relationships, addiction, sexual orientation and grief and loss.

Stand

under twelve

Rebound offers programming to children between the ages of 8 and 11 in response to community and police requests. The program consists of individual sessions similar to the STAND program. Some of these clients have had police contact, or are involved in activities that could lead to police contact. Behaviours include aggression, theft, vandalism, bullying and running away. It is a program that helps children control their impulsivity, think about the consequences of their behaviour and develop a socially appropriate plan.

Sessions were expanded recently to include lessons on impulsivity, cyber bullying and family breakdown.

55
youth served

participant quotes

Age 17: "I feel comfortable talking about my situation with you."

Age 12: "Can I tell my friends to call you? You could help them, too."

Parent of Youth aged 8: "It's a struggle to get him to go to school, but when I tell him he has an appointment at Rebound, he runs to the car."



Restorative Justice Forums

Using a restorative justice model, Youth Justice Forums deal with youth in conflict with the law through a process of responsibility, resolution, restitution, and reconciliation.

A Justice Forum is a problem-solving method of resolving an incident through facilitation of a structured meeting between the teen who has harmed another person, the person(s) who has been harmed, supporters for both and community volunteers.

In the forum, the young person is held accountable for their actions. Youth hear how their behaviour has impacted the person(s) harmed, as well as that person's family. Youth also hear from their own supporters, giving them the opportunity to see the care and concern that people have for them.

Those harmed have a resonating voice in the forum process, as they express their feelings, ask questions and, most importantly, have a say in the outcome. This process ultimately helps the people harmed resolve their feelings of helplessness and powerlessness provoked by the incident.

The members of the Forum decide how the young person can repair the harm that he/she has inflicted. A contract is written and signed by all members and the Justice Facilitator ensures the details of the contract are fulfilled in a timely manner.

The goal is to have the young person leave the Forum experiencing a deep sense of empathy for people.

Our Justice staff attend Youth Court on a weekly basis. By doing so we have been able to offer immediate support to the Court, youth and the people harmed by the incidents. In addition, we have been able to ease people's accessibility to the justice forum process.

We recently added the role of mentor to the Justice team. A volunteer sits on the Sarnia-Lambton Justice Committee and the mentor provides support encouragement and guidance to the young person. This has increased the program's effectiveness as the youth receive greater support to help them complete their agreement.

18 youth & their families served at Justice Forums

14 forums successfully completed

participant quotes

Person who was harmed: "It has helped to hear from the accused-to hear their apologies and how this has impacted their family and themselves. Its important to me they learn a lesson from this and don't become repeat offenders."

Young person who caused harm: "It made me realize the effects of what I've done and what I need to do next to be successful."

PASS Program

Positive Alternative to Suspension from School

The PASS program has been of service to the community now for 13 years. This is an alternative to home suspensions for the youth in our schools. The PASS program is available for youth from grades 4 to 12. The program is activated by the principal making the recommendation that a suspended youth attend PASS, with the approval of a parent or guardian.

The objective of PASS is to provide an environment where students who are suspended are able to continue with their schoolwork, and learn skills to help prevent a reoccurrence of the same suspension. Students learn life skills that will assist them with education, and decision making.

These life skills are presented through discussion, video, and activities. Students have access to up to date resources, and will receive one on one attention as well as opportunities to work in groups.

This year we have had an increase in referrals, and have continued to strengthen our relationships with the schools in our community.

140
youth served
in our PASS
Program

IN-SCHOOL DETENTION

For the past eight years, the St. Clair Catholic District School Board has contracted with Rebound to provide staff at each high school in Lambton County and Kent County to coordinate an on-site PASS Program for youth who would normally be suspended for

1 or 2 days from school. In this program, the students are referred

4108
youth served
in grades 9
through 12

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 skills development activities.

The aim is to intervene with the young people to prevent further detentions and/or suspensions.

participant quotes

What three words would you use to describe the PASS Program?

- Fun, great, helpful (female, 12)
- Fun, interesting, learning (male, 15)
- Helpful, caring, listening (female, 13)
- Fun, good (male, 15)

Rebound Parent Program

The Rebound Parent Support Group is designed to assist parents by providing opportunities to learn from local experts about a variety of issues that can challenge families. In the past, Rebound has offered a structured, 7-8 week Parenting Program facilitated by volunteers, with an occasional guest speaker. The parents who participated were always asking about local resources and where to turn for help in specific instances. After listening to what the parents were asking for, it was decided to change the format of the session and instead, offer a 4-week trial period of having guest speakers, with a discussion period offered after each speaker. This model was launched in the fall of 2011. The attendance was low, just as it had been with the structured program, and we felt that with increased advertisement, the problem might be solved.

The winter session ran for 8 weeks with the assistance of 8 excellent local experts. The session was conducted as a drop-in format, with parents picking and choosing

“I feel that this program encouraged me as parent.”

“I wish I would have taken this course two years ago. Keep up the good work!”

CyberBullying

Cyberbullying is a current issue in today's tech savvy world and has fast become a challenge in our community. This past school year, Rebound was fortunate to receive a grant to work in partnership with the Sarnia Police Department regarding cyberbullying and cyber crimes. It was a unique opportunity to be a part of this venture and it was good exposure for Rebound to go into elementary schools in Sarnia to deliver a presentation that was interactive for the youth and informative. Every session revealed something new about what our youth were encountering around cyberbullying and it was important to get their input.

In May Rebound collaborated again with the Sarnia Police to host a forum about cyberbullying that was

which session (s) they wished to attend, as opposed to a commitment of 8 weeks. Notices were given to all parents with youth attending a Rebound program, as well as notices being sent to both school boards for distribution to parents. A wide range of topics were covered, ranging from Suicide Awareness/Prevention, Youth and the Law, The Haven, etc. Presentations were offered mainly in the evening, but we did offer an afternoon session to see if there would be more interest if the time was different. Again attendance was low. Those who did attend remarked how much they learned from each speaker and wondered why the room was not filled each night.

29 parents graduated from our program

A total of 29 parents participated on 1 or more nights. It was decided to suspend the Parenting Group during the spring 2012 session. A review into other programs being offered in the community will be undertaken to determine need and feasibility of offering this service.

participant quotes

883 youth served in our Cyberbullying Program

open to the community for youth and parents to attend. Wonderful guest speakers from Safe Futures Canada presented as well as a panel of local experts to discuss how cyberbullying has impacted their work and speak about what is happening locally in our community.

With the success of this forum and our school presentations, it is our hope to continue to try and make Sarnia schools bully free zones. Cyberbullying is difficult to get away from as youth are surrounded by technology. They do not know a different world. It is with continued education and prevention that we can work together to help guide our youth to make positive choices with social media and technology.

TAG

Tools for Attaining Growth

Sarnia Lambton Rebound has always prided itself on being involved in the community and recognizing when there is a gap in service. We strive to be creative in addressing those needs. In September 2011, Rebound was fortunate to receive a Venture Grant from the United Way to fund our newest program TAG. TAG is a program designed to target boys ages 8-11 who are dealing a variety of issues such as bullying, aggression, friendships, teamwork and respect. The program was developed as we recognized that there was a gap in our community for this age range.

When a youth is 12 years of age they can be criminally charged, however, what happens to those youth under 12 years of age who may get involved with the police? If a youth under 12 is having trouble with the police, at school, or at home-parents, teachers, and police have the option of referring to TAG.

TAG is geared specifically towards boys. In receiving feedback from the community we were informed that there are more options for latency aged girls than for same aged boys. TAG uses a variety of tools in order to

keep the lessons moving at a fast pace and the lessons are very interactive and hands on. The program was designed to target their mental and physical needs. For boys, they need to be focused, engaged, and active. TAG accomplishes this task. There are games, activities, video clips and behavior rehearsals used in order for the youth to fully understand the material presented. This allows them to practice the skills that they are learning.

18 youth participated in our program

TAG is facilitated by both male and female coaches as research shows that boys respond better when there are both male and female facilitators. The program is provided to a maximum of 8 youth per session and is held once a week for a 10 week period.

Rebound has successfully run 4 sessions at our facility, one session in a school, and a session at our neighbouring community of Aamjiwnaang. TAG has become one of our most requested programs for youth.

participant quotes

Youth age 10 "Now I think before I act."

Youth age 9 "I had a lot of fun and I learned a lot of new things"

Parent of youth in the program:

"Before starting this program, my child was in trouble weekly at school. We have not had any problems or calls home since starting this program."

Rebound Presents

Theatre Program

It was determined after Rebound's second theatre production in the summer of 2011 that the talent of Sarnia's children and youth is limitless. Everything about this show was larger than life. Only our amazingly skilled "Mr. Director", Richard Teskey, would ever dream of tackling a show as incredible as, "Beauty and the Beast". His vision included a cast of 40 youth. That number was increased to 60 after auditioning over 120 amazing youth!

This challenging production included a massive set, extravagant costumes, magical props and mind-boggling special effects. There were days that we were not sure we would ever be able to bring Richard's vision to life. In true Rebound

spirit, the volunteers and staff pulled together and we did it! The cast and crew enjoyed every minute of the roller coaster ride, which ended with everyone asking what production we were planning for next year.

At the Cast Party, through the smiles, laughter and lots of tears, we realized that this was more than just a show. We brought 80 youth together from different social groups, schools and neighborhoods to have them work together to reach a common goal. We built a community of support for these young people.

Stay tuned for this year's production of Fame, with a special show opener, coming September 2012.



over
1800
audience members attended the 2011 production and were exposed to the amazing work that youth and volunteers can do.

participant quote

"Not one thing. There is not one thing I would change about this summer. I met some amazing people. Some I already knew but grew stronger & closer to. And I want to thank this show for that. If it wasn't for this show it would have never happened, I would have never met these people, and grown to have a relationship with any of them. All of them have changed my life, even if it was in the slightest way. This is a family, we are a family & I want to thank you for everything & thank you for an amazing summer. I'm so proud of everyone! You're all amazing people. I love you guys so much!" - Castmember

County Programs

Our County Programs continue to evolve under the wings of our 'Big Bird' Sarnia-Lambton. It has been an incredible ride! The more time we spend working in the county, the more flexibility we build into our programs. Like manufacturers who pride themselves on their 'Just In Time' delivery of goods, we try hard to assess changing client base and county issues, then provide "just in time" delivery of programs. Transportation issues in the county can be an obstacle for our clients and we must continuously look at our client population and come up with inventive solutions to serve them. Another ongoing struggle is to maintain a 'home base', keeping costs in mind, but also to plan and prepare our programs-to-go. Our work in the county receives fantastic support from the local OPP and the principals and staff in county schools.

Spring 2011 was busy with a Petrolia Life Choices program and several in-school SAFE Schools programs throughout the county. We also had several STAND clients in Petrolia throughout Spring and Summer 2011.

In the Fall 2011, we had a Life Choices program in Petrolia and we invited Mike Neuts to be our guest speaker on the much needed topic of "Bullying". Our

county venue was a 'first time Rebound experience' for this experienced guest speaker. He had a profound effect on our youth and volunteers. In Forest we had a smaller number of client referrals, so we met the needs of these clients by having a round-table STAND program, with a focus on Life/SAFE Choices. Our guest speaker, OPP Det. Jeff Hardie pulled up a chair to join us at the round table. Jeff provided facts on the dangers and long term effect of oxycotin and other illegal and over-the-counter substances. This small, informal, after-school venue is yet another creative way to meet the needs of our county clients.

During the Winter 2012, Rebound staff delivered in-school programs to Kinnwood School in Forest. STAGE Jr. and TAG programs were facilitated. In addition to STAGE at Kinwood, STAND was offered in Forest out of our location at the North Lambton Community health Centre.

In Petrolia we had a Winter 2012 Life/SAFE program with our usual dedicated county volunteers. Our volunteers often drive many miles to be with us and they are fearless when it comes to winter driving. Our thanks to them.

22 youth participated in our county programs

participant quotes

Parent: "I think that the program has educated and perhaps put a healthy fear in the use of marijuana in particular."

Youth: "This program has helped me make better decisions; that keeps me out of trouble."

Youth: "The guest speakers are amazing – their stories are amazing, the people at Rebound are great and Rebound is a fun and helpful place. Glad I came."



Ministry of Health

The Choices Program

With much delight we are excited to announce that Phase One of the Drug Treatment Funded Program, "From At Risk, to At Promise" has successfully been completed. Six cities across Ontario will soon be delivering the "Rebound Choices" program. Phase One included training and program observation for the Program Coordinators, managers and various support staff in Sarnia as well as intensive volunteer training in each of the six communities across the province.

The second phase of the project will include the implementation of the program in the following 6 cities; Brampton, Chatham, Brockville/Smith Falls, Sault Ste. Marie, Thunder Bay and Kitchener. Ongoing consultation will be provided to each site by Sarnia Lambton Rebound.

We are proud to be a part of a provincial initiative that creates the potential to work corroboratively with partners across Ontario in the delivery of the Choices program. We wish each community great success in the delivery of this early intervention initiative.

Youth Engagement

at Sarnia Lambton Rebound

Last November volunteers and staff participated in a training offered by the Ontario Centre of Excellence in Child and Youth Mental Health. Led by a team of adult and youth facilitators, we participated in reflection, problem-solving, visioning and planning exercises to come up with a strategy to implement the art of youth engagement in our organization.

What we learned is that Youth Engagement is empowering all youth as valued partners in addressing and making decisions about issues that affect them personally and/or that they believe to be important. Youth Engagement is youth and adult partnerships, shared decision making, involvement of youth in the design, planning and implementation of programs, youth perspectives are valued and regarded as credible and that youth and adults assume the dual role of teacher and learner.

As a youth serving organization, Sarnia Lambton Rebound believes that we have a responsibility to create opportunities for youth and to that end, we have developed the following Youth Engagement Statement of Purpose:

Youth Engagement at Rebound is to empower youth in a progressive partnership and enhance youth informed practice.

To reflect our commitment, the team at Rebound has worked with a cross section of local youth to form a Youth Advisory Committee that works in collaboration with staff to shape and impact our programming and outreach activities. This group of young people meets monthly and when asked why they are doing this, the responses were; to share their ideas, voice opinions, express their creativity, to raise awareness of local issues and to give back to the community.

Of the accomplishments to date, several leap to the forefront-

- Junior Table Coaching
- Co-emceeding our annual Hearts for Youth fundraising gala
- Creating the slogan "Give Hope a Voice" for suicide awareness
- Collaborating on the re-design of Rebound's website

In return for their efforts, the youth report that they too get something out of their time spent working with Rebound. Benefits such as; the opportunity to meet new friends, learning new skills, increased confidence, leadership skills, volunteer hours and of course, the pizza!

Our thanks to these amazing young, strong members of our community.

measures & evaluations

2011-2012

Ongoing evaluation is an important element in measuring the effectiveness of our programs. Upon completion of each program, youth participants report how the program has impacted their behaviours.

The outcomes generated by the completion of end of session questionnaires are the tools used to guide us in the use of best practice standards concerning the development of pro-social programming.

Youth indicate whether they have improved skills in key target areas such as communication, decision-making, and they must provide examples of positive behavioural change.

In addition, parents or guardians complete a questionnaire about the young person and we ask the police to give us an overall statistic on the recurrence of adverse contact with the law.

Through outcome monitoring we have identified critical program elements to ensure client success.

This provides staff with an outline of program delivery to successfully duplicate and maintain program fidelity over the years and in different settings. This ensures that best practices are implemented.

Reflecting upon our findings from program measures, and the unique opportunity offered by the Centre of Excellence in Child and Youth Mental Health, we are currently working on a planning evaluation process of our foundational program, Life Choices.

This exercise will allow us to develop a program logic model and evaluation matrix based on the Life Choices program. In addition to the collection of feedback from key stake holders, this allows us to engage in knowledge exchange practices and compile a comprehensive review of our findings in order to ensure successful outcomes for youth.

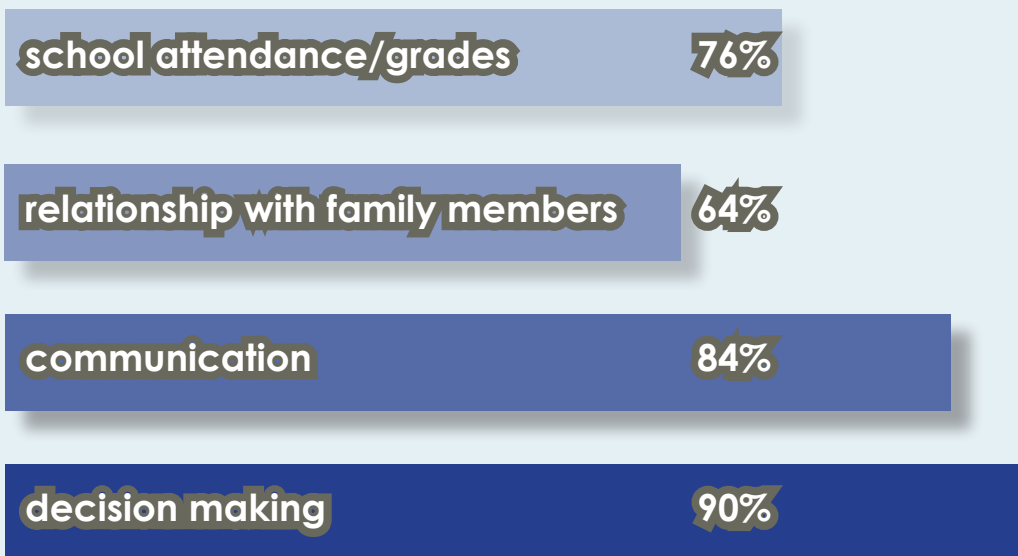
Many thanks to the youth, parents and volunteers who have helped this process along the way with their input and participation in our program evaluation focus groups.



measures & evaluations

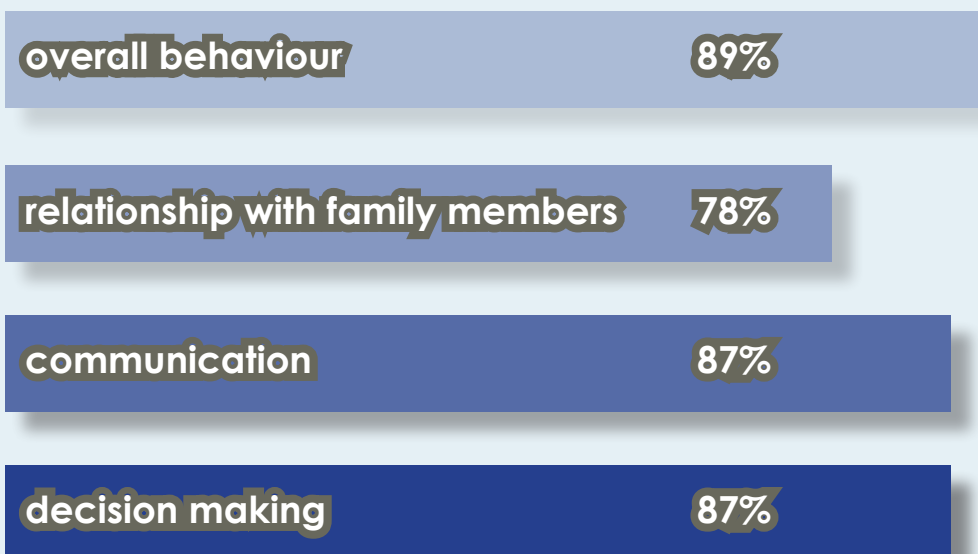
Life Choices Evaluation Results

percentage of **youth** that report significant improvement in:



Life Choices Evaluation Results

percentage of **parents** that report significant child improvement in:



90%
of all participating
teens have had no
adverse contact
with the law in
areas such as theft,
assault, arson,
or possession of
weapons *

* Police report information is calculated every three years, numbers contained in this document were computed in 2009

measures & evaluations

STAGE Program Evaluation Results

percentage of **youth** that report significant improvement in:

school attendance/grades 79%

relationship with family members 84%

communication 73%

decision making 89%

86%
of clients had no
further contact with
police *

* Police report information is calculated every three years, numbers contained in this document were computed in 2009

PASS Program Evaluation Results

students answered that they:

felt the staff were helpful when assisting them with homework 98%

think about consequences of their actions 89%

were more aware of how their decisions & actions affect other's lives 92%

Parent Quotes

"My Child now understands how their actions not only affect themselves, but others as well."

"My son is beginning to better understand consequences."

measures & evaluations

SAFE Choices Evaluation Results

percentage of **youth** that report significant improvement in:

school attendance/grades 91%

relationship with family members 78%

helpful information 100%

making better choices 94%

SAFE Choices Evaluation Results

percentage of **parents** that report significant child improvement in:

would recommend the program 100%

overall behaviour 100%

school attendance/grades 87%

decision making 100%

90%
of all participating
teens have had no
adverse contact
with the law in
areas such as theft,
assault, arson,
or possession of
weapons *

* Police report information is calculated every three years, numbers contained in this document were computed in 2009

measures & evaluations

Justice Forum Evaluation Results

percentage of **all participants** reported:

participation was beneficial

100%

participation was beneficial for family and others

93%

would recommend to another family

93%

90%
of participating
youth had no
further contact with
the judicial system *

* Police report information is calculated every three years, numbers contained in this document were computed in 2009

STAND Program Evaluation Results

percentage of **youth** that report:

would recommend to a friend

100%

staff were helpful

100%

improved attitude towards school

62.5%

improved attitude towards the future

92%

measures & evaluations

Choices Evaluation Results

percentage of **youth** that report significant improvement in:

school attendance/grades 55%

relationship with family members 82%

helpful information 92%

making better choices 77%

Choices Evaluation Results

percentage of **parents** that report significant child improvement in:

would recommend the program 100%

overall behaviour 83%

school attendance/grades 56%

decision making 75%

rebound volunteers

There have been some significant changes to the Volunteer department at Rebound. First of all, it has never been referred to as a volunteer department before! Something most people know about Rebound is that without the dedication, passion and complete awesomeness of our volunteers, we would not be in the position we are today. Volunteers who work as Lead and Table Coaches contribute countless hours to the youth who attend our programs. Without them, our programs would not run. To those of you who support Sarnia Lambton Rebound in this way, many thanks.

There are also many hours of tireless work that happens behind the scenes at Rebound to sustain this organization and that work is done by our Board of Directors. Though the roles and responsibilities may differ from the front line coaches, the passion and caring is just as strong.

Recently, we have begun to recognize that there are many more volunteers at Rebound who have made significant contributions but who may have “flown under the wire”. It is time to give them their due appreciation and to let others know about the range and variety of volunteer opportunities that exist within our wonderful walls.

People share their talents with us in areas such as the theatre production, fund raising, maintenance, administration and public relations. Both adults and youth can be Rebound volunteers and can live in the city or county. Roles can be either formal or informal, short or long term.

If you have ever wondered about the volunteer opportunities that exist at Rebound, why not give us a call. Maybe you have an idea for volunteering that we could help make a reality. We can always use people who share a commitment to the Mission, Vision and Values that guide the work that we are committed to at Rebound.

Receiving a 20 session oil lamp:
Paul Hansen

Receiving a 10 year Ambassador Award:
Mike Callander



Old Blue

I **Belong**
I am **Loved**
I am **Unique**
I am **Encouraged**

rebound volunteers

coaches 2011-2012



SPRING 2011

CHOICES/COMBO

Lead Coaches: Tamara Skipper, Kelly Wilson
Table Coaches: Paul Hansen, Joan Knight, Jocelyn Caughlin, Mike Jeffery, Jen Heeringa, Janet Fisher, Kiki Jackson, Kaylee LaPointe, Jim Lambert, Andraya Dunn, Lee Odorrzi

COUNTY: PETROLIA LIFE CHOICES

Lead Coach: Beth Lucan
Table Coaches: Erin Lunn, Brittany McPherson

STAGE Jr.

Lead Coach: Kelly Wilson
Table Coach: Tamara Skipper

STAGE Sr.

Lead Coach: Andraya Dunn
Table Coaches: Tamara Skipper, Jen Heeringa

PARENT PROGRAM

Barry and Betty Symington

rebound volunteers

coaches 2011-2012

FALL 2011

SAFE CHOICES

Lead Coaches: Chris Braun, Holly Lankin-Braun
Table Coaches: Julie Ferguson, Celia VanHorne,
Alys Monro-Pebbles, Paul Hansen, Peter
Shelswell



LIFE SR.

Lead Coaches: Holly Restorick, Tamara Skipper
Table Coaches: Justin Round, Kiki Jackson,
Micha Isaac, Joan Knight, Alys Monro-Pebbles,
Alissa Kinsman, Mark Enos, Katie Parrott, Warren
Parrott



STAGE SR

Lead Coach: Kiki Jackson
Table Coaches: Alissa Kinsman



TAG

Lead Coach: Warren Fitzgerald
Junior Table Coaches: Darian & Teegan

LIFE CHOICES Jr.

Lead Coach: Bill Kroes, Maggie Miller
Table Coach: Steve Wilson, Paul Hansen, Brook
Freer, Alys Monro-Pebbles

COUNTY: PETROLIA LIFE CHOICES

Lead Coach: Kiki Jackson
Table Coaches: Jayne Logan, Joan Barney,
Beth Lucan, Pat Joy



rebound volunteers

coaches 2011-2012



WINTER 2012

SAFE CHOICES

Lead Coaches: Chris Braun

Table Coaches: Alissa Kinsman, Mark Enos, Kiki Jackson, Holly Braun

LIFE JR

Lead Coaches: Bill Kroes, Maggie Miller

Table Coaches: Tamara Skipper, John Round, Elle Fraser, Nelson DaSilva, Jenna McKinnon, Nicole Clark, Paul Hansen

LIFE SR

Lead Coaches: Holly Restorick

Table Coaches: Cameron McArthur, Brittane Courtmanche, Alys Monro-Pebbles, Janet Fisher, Rob Pugsley, Kiki Jackson

STAGE SR

Lead Coach: Kiki Jackson

Table Coaches: Micha Isaac, Alissa Kinsman

TAG

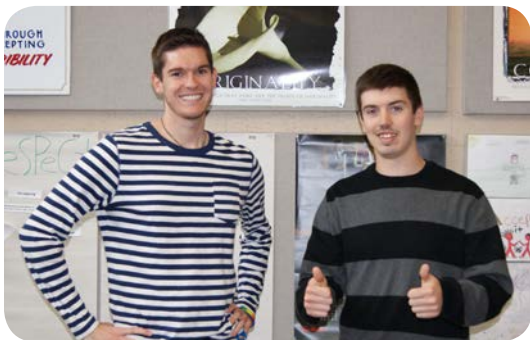
Lead Coaches: Warren Fitzgerald

Table Coach: Mark Enos

COUNTY: PETROLIA LIFE CHOICES

Lead Coach: Kiki Jackson

Table Coaches: Jayne Logan, Beth Lucan, Pat Joy, Christine Rawson



rebound volunteers

guest speakers

Through their own life experiences, our guest speakers are able to inject a sense of reality into the program. With their words and their actions, they are able to enhance the value of the messages presented at Rebound.

Thank you to Mike White, Jim Bunda, Jeff Christie, Constable Les Jones, Constable Chris Moxley, Kelly Wilson, Alice Stoner, Cesare Dicesare, Danie McLean, Mike Callander, Joe Cannon, Tamara Skipper, Mike Neuts, B. Rayworth, Brad Stevenson, Stephanie Hyde, Todd McKelvie



Youth Justice volunteers

Joan Knight, Alice Stoner, Nancy Fafleck, Jennifer Adam, Barry Symington, John Cllaghan, Maggie Miller, Jack Fletcher



PASS volunteers

Karen Dunning, Kaylee LaPointe, Natasha Zaranik, Jocelyn Caughlin, Jen Herringa, Kaili Clubb, Mike Jeffery, Holly Restorick

It's easy to make a buck.

It's a lot tougher to make a difference.

~Tom Brokaw



sharing our vision

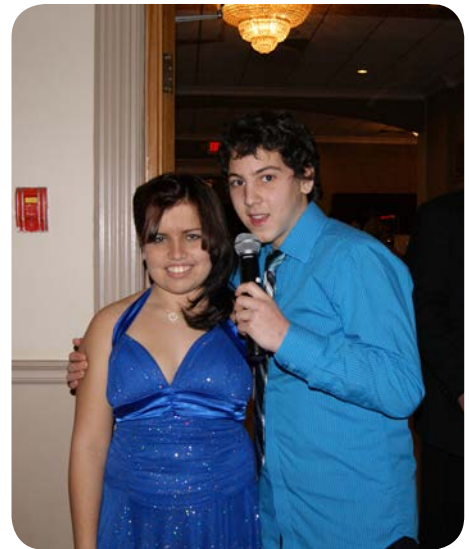
from our hearts to their hearts

Our Hearts for Youth Gala is our signature fundraising event each year. It is successful due in large part to the volunteers who donate their time to make this event so special. Rebound acknowledges the youth and graduate speakers who share the true meaning of the event with guests. We thank Allie, Cody and Brittany, as well as Lorrie, a parent of one of the youth served, for sharing their heartfelt and moving stories.

Thank you Devon and Samantha for sharing your talented voices and giving us a sneak peak of our upcoming theatre production

Fame Jr. We also thank Steph for sharing her exceptional musical talent with us.

Rebound also thanks the gala volunteers for their commitment. They are: Mark Enos, Micha Isaac, Nicole Clark, Alyssa Kinsman, Alys Munro-Peebles, Steve Wilson, Wayne McCann, Gary Vandenheuvel, Marty Vanos, Collin Vandenheuvel, Cody Woods, Shannan Clench, Mavis Hopkins, Sue Maitland, Joshua Maltais and Karen DeVuono.



member agencies

We are committed to youth in other communities benefiting from effective Rebound programs. We have developed member agency agreements with several other sites across Ontario.



If a group is interested in providing any of our programs in their community, Sarnia- Lambton Rebound provides program materials, support and training. Our member agency sites include: Kingston, Northumberland, Brockville, Sault Ste. Marie and Kettle Point First Nation.

New to our membership this year is the Essex County Diversion Program.

FRANCHISE QUOTE: *"Rebound has been incredibly well received throughout our communities, and continues to be in high demand, especially in our rural communities."*

~Daren Dougall, Youth Diversion, Kingston

volunteer & donor contributions

Our volunteers provide an essential element of our program model, they also save our organization over one hundred thousand dollars in salary costs.

Last year, volunteers donated a total of 5475 hours to the agency, or the equivalent of 3 full-time staff positions. This is an incredible bonus to the agency which is estimated to be worth approximately \$92 820. To you, we extend our gratitude.

Sarnia Lambton Rebound places a high value on our relationship with our donors. Without their support, we would not be able to achieve our mission to deliver effective programs that encourage youth to develop skills that promote a positive response to self, others and community. We believe that transparency and accountability are essential to our success. With this in mind, we continue our membership with Imagine Canada's Ethical Fundraising and Financial Accountability Code (Ethical Code). By adhering to these standards, Sarnia-Lambton Rebound complies with generally accepted practices for soliciting and managing donor dollars. This is important because all of our donors are entitled to our pledge that their investment will have the greatest impact possible on the community.

In keeping with our organizational commitment to transparency and accountability, we have undertaken the task of enlisting as a pilot site in Imagine Canada's Standards Accreditation process. Following a comprehensive review of our policies and procedures, we will be measured against a set of best practice standards to determine if we meet the criteria of accreditation.

Rebound's programs rely on various funding sources. But volunteers are the lifeblood of the Rebound agency. Without them there would be no agency to raise funds for. There is a group of people who volunteer weekly to tirelessly staff our bingos. We thank Shirley Charron, Nancy Stewart, Georgina Simpson, Henry Rodrigues, Randy Boss, Cheryl Williams and Joan St. Marie.

Once again in 2011, Sarnia Lambton Rebound was determined to be a Charity Intelligence Canada (Ci) Top Picks Charity, a designation based on our reporting and utilization of charitable dollars being translated into direct client services.



donations

Rebound is blessed with the support of many individuals, groups and foundations in our community. Without the financial help of these people, our work with youth would not be possible. We thank each of them from the bottom of our hearts! To respect people's privacy, we are not publicly listing the names of our many donors, however our thanks are sincerely extended to each and everyone. The following organizations, businesses and foundations made donations to our programs this year:

1544526 Alberta Ltd.	Libro Financial Group
All Saints A.C.W.	Magermans & Raes Insurance
Aluma Systems Inc.	MIG Engineering
Avenue Three Hair Salon	Moore Optimist Bingo
B & D Insulation Inc.	OPG Employees and Pensioners
Bluewater Power	OPSEU Local 145
Belfor Canada Inc.	Point Edward Ex-Servicemans Assoc.
Brigden United Church Women	Point Edward Optimist Raffle Acct.
Blue Water Bridge Canada	Point Edward United Church Women
Burns-Mooreline United Church Women	Preferred Towing
C.E.P. Local 914	RBC Foundation
CAM-RON Insurance Brokers Limited	Samuel Rogers Memorial Trust
Canadian Mental Health Assoc.	Sandrin Services Inc.
Catherine Wilson Foundation	Sarnia Lambton Girls Workboard
Catholic Womens League of St. Philips	Sarnia Northern Collegiate
Chatham-Kent Community Health Centre	Scotiabank
ChemFab Industries Inc.	Service Master
Custom Plumbing	Selectpath Benefits & Financial
D. J. Robb Funeral Home	Sisters of St. Joseph
Dallas Haul Inc.	St. Luke's United Church
Errol Egrement Chapter IODE	St. Luke's United Church Women
Excellence in Literacy Foundation	St. Matthews Catholic School
Faith Missions	St. Patrick's High School
Feguson & Janik Supply	St. Paul's Outreach Foundation of Sarnia
George Luna Foundation	Southwestern Ontario District Optimist
Grace United Church ADVT Fellowship	TAKLA Foundation
Great West Auction	The Ice Creamery
H & I Service Centre Limited	TransAlta
H. Moore & Son	Tristan Michaels & Assoc. Ltd.
Huron Oaks Golf Course Ladies Charity Scramble	United Way Alberta
Imperial Oil Foundation	United Way (Ottawa)
Knights of Columbus Council No. 9447	United Way Greater Toronto
Lakeshore Optimist	Walmart
Lambton Financial	Wyoming United Church Women
Lambton Scientific	YMCA of Sarnia-Lambton

Thank you on behalf of youth in our community

board governance

Board Governance is critical to Rebound's success to have effective governance and direction. Our Board of Directors carries the trust of our community, our donors, our clients and their families. To do so, they must ensure that they have strong policy governance practices in place. Our voluntary Board is deeply committed to our vision and mission. It provides leadership to ensure quality service is consistent with our values and principles that is responsive to the community. The board governs through policies that set the organizational goals, the processes to achieve these goals, and management limitations. The Executive Director is given executive freedom to manage the agency's operations to achieve these goals within the parameters of the limitations identified by the Board. The Executive Director reports to the full Board and the use of sub-committees of the Board is reserved for the following tasks: Board Recruitment, Audit and Governance. All other subcommittees are formed as a need arises and for a specific project and mandate. The whole Board annually focuses on strategic plans, operational accomplishments, and risk management.

Board Recruitment

This committee reviews the terms, the expertise and diversity reflected in current members and identifies a list of recommendations for board recruitment. Once a new board member is recruited and appointed at the Annual General Meeting held each June, the member is given a comprehensive orientation as dictated by board policies and procedures.

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 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 risks are identified and form the basis of annual budget preparation.

BOARD OF DIRECTORS

John Ruffilli, President

Mike Callander, Vice-President

Brian Costigan, Treasurer

Joanne Crawford, Secretary

Sharon Berry-Ross, Past President

Barry Symington, Member at Large

Bruce Lester, Member at Large

Ray Heeringa, Member at Large

Don Cook, Member at Large

Jill Harding, Member at Large

Vince George, Member at Large

Pam Graham, Member at Large

Warren Kennedy, Associate Board Member

Guy Bennett, Associate Board Member

fundraising

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

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

To this end, we build our fundraising plan around a wide variety of income sources. This past year 18% of our revenues came from a single source, which indicates a strong stability in our financial plans.

Rebound management sets a goal each year to ensure that a minimum of 75% of the next fiscal year's operating budget is already contracted with various bodies such as government, the United Way of Sarnia-Lambton, local school boards, and foundations. This past year we achieved a 82% contracted revenue base, which left us with 20% to raise through donations, special events, corporate gifts, client fees, bingos, and new foundation grants.

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

Rebound's fundraising initiatives in 2011 produced:

Type of Funds:	Goal:	Actual:
General Donations	\$33,000	\$24,922
Hearts for Youth Gala	\$37,000	38,038
Masters Golf Raffle	\$3,000	\$1,995
Rack N Roll	\$7,000	\$2,328
Foundations / Grants	\$75,000	\$68,123
Theatre Program	\$11,000	\$12,494

We budgeted to raise \$895,492 and the actual total was \$954,432.

We projected \$881,362 in expenses and our actual was \$956,970.

A Promising Future!

As our organization enters a new fiscal year it will be full speed ahead with a newly formed Fundraising Board Committee, which will be comprised of Rebound's marketing and fund development staff person, four board members and a volunteer. As a board driven committee it will adhere to the Board's Governance Process as mandated in the Policies for Ethical Fundraising and Financial Accountability Code. This dedicated committee will be a great assistance in helping Rebound achieve future fundraising goals.



 Top Pick Charity 2011



HAZLITT STEEVES HARRIS LLP

CHARTERED ACCOUNTANTS

Independent Auditors' Report

To the Member's of Sarnia-Lambton "Rebound" – A Program For Youth

We have audited the accompanying financial statements of Sarnia-Lambton "Rebound" – A Program For Youth which comprise the balance sheet as at March 31, 2012, March 31, 2011 and April 1, 2010 and the statements of revenue and expense, changes in net assets and cash flows for the years ended March 31, 2012 and March 31, 2011, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Basis for Qualified Opinion

The organization derives revenue from donations the completeness of which is not susceptible of satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the organization and we were not able to determine whether any adjustments might be necessary to revenue, excess of revenue over expense for the year, current assets and net assets.

Qualified Opinion

In our opinion, except for the effects of the matter described in the Basis for Qualified Opinion paragraphs, the financial statements present fairly, in all material respects, the financial position of Sarnia-Lambton "Rebound" – A Program For Youth as at March 31, 2012, March 31, 2011 and April 1, 2010 and its financial performance and its cash flows for the years-ended March 31, 2012 and March 31, 2011 in accordance with Canadian accounting standards for not-for-profit organizations.

Haylett Steeves Harris LLP

Chartered Accountants
Licensed Public Accountants
June 19, 2012

**SARNIA - LAMBTON "REBOUND"
A Program For Youth
Statement of Revenue and Expense**

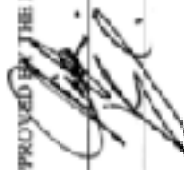
For the year ended March 31, 2012

	2012	2011
REVENUE		
Grants	\$ 777,219	\$ 720,725
Donations	60,768	60,944
Client fees	1,975	2,850
Fundraising	114,470	105,001
	954,432	889,520
EXPENSE		
Amortization	8,974	8,829
Bank charges	2,052	2,226
Dow Centre For Youth	14,847	42,551
Insurance	9,542	9,724
Office and miscellaneous	23,879	24,204
Fundraising	58,308	61,204
Professional fees	18,685	4,032
Programs	69,316	35,823
Rent	46,126	42,947
Staff development	3,545	4,835
Telephone	5,107	4,672
Travel and promotion	8,673	9,662
Wages and benefits	687,916	606,346
	956,970	857,055
EXCESS OF OPERATING REVENUE OVER EXPENSE (EXPENSE OVER REVENUE)	(2,538)	32,465
GAIN ON DISPOSAL OF EQUIPMENT	-	1,923
EXCESS OF REVENUE OVER EXPENSE (EXPENSE OVER REVENUE)	\$ (2,538)	\$ 34,388

SARNIA - LAMBTON "REBOUND"
A Program For Youth
Balance Sheet
 As at March 31, 2012

	2012	2011	April 1 2010 (Note 2)
ASSETS			
CURRENT			
Cash	\$ 76,724	\$ 50,585	\$ 50,373
Short term investments	187,267	155,992	153,065
Accounts receivable (Note 5)	62,061	71,624	26,775
Due from Dow Legacy project	-	-	674
Prepaid expenses	3,405	3,908	3,628
	<u>329,454</u>	<u>282,109</u>	<u>234,513</u>
EQUIPMENT (Note 6)	<u>19,133</u>	<u>26,675</u>	<u>26,705</u>
	<u>\$ 348,587</u>	<u>\$ 308,784</u>	<u>\$ 261,220</u>
LIABILITIES			
CURRENT			
Accounts payable and accrued charges (Note 7)	\$ 33,223	\$ 30,334	\$ 18,085
Deferred revenue	38,077	-	-
	<u>71,400</u>	<u>30,334</u>	<u>18,085</u>
NET ASSETS			
Internally restricted (Note 8)	217,099	216,474	215,497
Invested in equipment	19,133	26,675	26,705
Unrestricted	40,355	35,351	933
	<u>277,087</u>	<u>278,450</u>	<u>243,135</u>
	<u>\$ 348,587</u>	<u>\$ 308,784</u>	<u>\$ 261,220</u>

APPROVED BY THE BOARD


 _____ Director
 _____ Director

SARNIA - LAMBTON "REBOUND"
A Program For Youth
Statement of Cash Flows
 For the year ended March 31, 2012

	2012	2011
OPERATING ACTIVITIES		
Excess of revenue over expense (expense over revenue)	\$ (2,538)	\$ 34,588
Amortization of affecting cash	8,974	8,239
Gain on disposal of equipment	-	(1,927)
	<u>6,436</u>	<u>41,291</u>
Interest earned by contingency reserve	<u>1,275</u>	<u>927</u>
Changes in non-cash operating working capital items:		
Accounts receivable	9,563	(44,849)
Prepaid expenses	503	(280)
Accounts payable and accrued charges	2,999	(2,319)
Deferred revenue	38,077	-
	<u>58,843</u>	<u>9,211</u>
INVESTING ACTIVITIES		
Changes in short-term investments - use	(31,295)	(2,927)
Repayments from Dow Legacy project	-	674
Acquisition of equipment	(1,432)	(5,876)
	<u>(32,727)</u>	<u>(9,129)</u>
NET CHANGE IN CASH POSITION	<u>26,136</u>	<u>212</u>
Cash position, beginning of year	<u>50,585</u>	<u>50,373</u>
CASH POSITION, END OF YEAR	<u>\$ 76,721</u>	<u>\$ 50,585</u>

SARNIA - LAMBTON "REBOUND"
A Program For Youth
Notes to the Financial Statements
For the year ended March 31, 2012

1. STATUTES OF INCORPORATION AND NATURE OF ACTIVITIES

Sarnia-Lambton "Rebound" - A Program For Youth is incorporated under the Business Corporations Act of the Province of Ontario as a company without share capital subject to the Charities Accounting Act.

It has been granted tax exempt status as a registered charity and is classified as a charitable organization under Sections 149 and 149.1 of the Income Tax Act, Canada. The organization is in compliance with its disbursement quota requirement as set by the Canada Revenue Agency.

Sarnia-Lambton "Rebound" - A Program For Youth provides social services programs for at-risk youth in the Sarnia-Lambton community. These include restorative justice programs delivered through a service contract with the provincial government and Section 23 educational programs delivered through a service contract with the Lambton-Kent and St. Clair Catholic District School Boards.

2. FIRST TIME ADOPTION OF ACCOUNTING STANDARDS FOR NOT-FOR-PROFIT ORGANIZATIONS

The entity has decided to apply the Canadian accounting standards for not-for-profit organizations. These financial statements for the year ended March 31, 2012 were prepared in accordance with the Canadian accounting standards for not-for-profit organizations and provisions set out in First-Time Adoption, Section 1501, for the first time adopters of this basis of accounting.

The adoption of this basis of accounting has not resulted in any material adjustments to the comparative figures.

3. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations and include the following significant accounting policies:

Revenue

Unrestricted donations are recorded as received. Grants and donations for specific purposes are recorded as earned in accordance with the provisions of the award. Unearned grants and donations are recorded as deferred revenue.

Interest income from short-term investments is recognized as revenue of the appropriate fund when earned on an accrual basis.

SARNIA - LAMBTON "REBOUND"
A Program For Youth
Notes to the Financial Statements
For the year ended March 31, 2012

3. ACCOUNTING POLICIES - continued

Expense

Expenses are recognized as they are incurred and measurable as a result of receipt of goods and services and the creation of a legal obligation to pay.

Investments

Investments are recorded at cost, which equals net realizable value.

Equipment

Equipment is recorded at cost and amortized using the following annual rates and methods:

Office equipment:	20% diminishing-balance
Computer equipment	45% diminishing-balance
Computer software	100% diminishing-balance

Internally restricted funds

The internally restricted funds have been created by the Board for the following purposes:

- the contingency reserve has been established by resolutions of the Board of Directors. It provides funds to ensure a continuation of operations should there be a significant reduction in the organization's sources of funding
- the program expansion reserve was established in the 2009 by resolution of the Board of Directors to provide funds to be used to expand programming in the future

Management advances

The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amount of revenue and expense during the reporting period. These estimates are reviewed periodically, and, as adjustments become necessary, they are reported as revenue or expense in the period in which they became known.

Deferred services

A number of unpaid volunteers have made significant contributions of their time in the furtherance of the organization's programs. The value of this unexpired time has not been included in these financial statements.

SARNIA - LAMBTON "REBOUND"

A Program For Youth

Notes to the Financial Statements

For the year ended March 31, 2012

1. ACCOUNTING POLICIES—continued

Grants Contributions

Contributed goods received by the organization are recognized at their fair value at the date of contribution where a fair value can be reasonably established.

4. FINANCIAL INSTRUMENTS

The organization faces comprehensive risk, near present forward-looking, evaluate and manage the principal risks arising with financial instruments. The risks that arise from measuring financial instruments include credit risk.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The organization monitors its accounts receivable regularly and establishes allowances for doubtful accounts as needed.

5. ACCOUNTS RECEIVABLE

	2011	2011
Trade	\$ 19,485	\$ 50,517
Government contributions	12,604	15,107
	<u>\$ 32,089</u>	<u>\$ 65,624</u>

6. EQUIPMENT

	2012		2011	
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Office equipment	\$ 20,214	\$ 10,928	\$ 9,286	\$ 10,090
Computer equipment	38,115	31,786	6,329	13,894
Lampson software	2,919	2,999	0	508
	<u>\$ 61,248</u>	<u>\$ 45,713</u>	<u>\$ 15,615</u>	<u>\$ 24,492</u>

SARNIA - LAMBTON "REBOUND"

A Program For Youth

Notes to the Financial Statements

For the year ended March 31, 2012

7. ACCOUNTS PAYABLE AND ACCRUED CHARGES

	2012	2011
Accounts payable and other accounts	\$ 19,968	\$ 9,905
Government contributions	12,963	23,431
	<u>\$ 32,931</u>	<u>\$ 33,336</u>

8. RESERVE FUNDS

Reserve funds are established for the following purposes:

	Balance, Beginning of Year	Additions	Transfers, Adjustments, Disbursements	Balance, End of Year
Contingency reserve fund	\$ 156,434	\$ 1,175	\$ -	\$ 157,609
Program expansion reserve fund	60,000	-	-	60,000
	<u>\$ 216,434</u>	<u>\$ 1,175</u>	<u>\$ -</u>	<u>\$ 217,609</u>

9. REPAYMENT OF PROGRAM SURPLUSES

The service contracts with the Ministry of the Attorney General, Ministry of Child and Youth Services and Ministry of Community and Social Services require the Bureau to file a reconciliation report summarizing, by project code, all revenues and expenditures and identifying any resulting surplus or deficiency relating to that service contract. A review of this report shows that the project is in a balanced position as at March 31, 2012 and that there are no amounts owing to or from either Ministry.

10. COMMITMENTS

The organization is committed to leases for office equipment and office space. Lease payments due in the next three years are as follows:

2012	\$ 42,483
2013	\$ 42,483
2014	\$ 23,614

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. For the expense areas of insurance, Fund Raising and General Administration, these costs are allocated equally between the four departments of Extrajudicial Measures Programs, Restorative Justice Programs, School Based Programs and General Administration.

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 \$1275.00 on our investments.

3. Volunteer Contributions: This past year, volunteers donated a total of 5475 hours or 3 full time equivalent staff positions valued at \$92 820. These numbers are not reflected in the financial statements.

4. Program Allocation: Expenses allocated to each youth program are as follows-

Extrajudicial Measures (Life Choices, Safe Choices, STAND, STAGE)	\$354 770
Restorative Justice	\$84 594
PASS Programs	\$109 166
Lambton Kent Power Program	\$81 224
Section 23 Classroom	\$39 748
Cyberbullying Project	\$23 746
Total	\$693 248

5. 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 are detailed in the financial statements include the gross expenses of producing special events. The actual costs of salaries and benefits of our part time fundraiser are \$30 305 for a total of \$88 613 spent on raising a total of \$954 432 in revenues.

6. Remuneration of Staff: Remuneration of staff and management are assessed and compared annually with Labour Market Information as produced by Service Canada for our geographical region. All wages are within the low end of the range identified for each position. Staff must complete performance appraisals within which they document actual results to previous year's goals as well as listing goals for the upcoming year.

REFERRALS AND INQUIRIES

Sarnia-Lambton Rebound A Program For Youth



SARNIA
10 Lorne Crescent
Sarnia, Ontario N7S 1H8
Phone: (519) 344-2841
Fax: (519) 344-8024

FOREST
59 King St. P.O. Box 1213
Forest, Ontario N0N 1J0
Phone: (519) 466-3396

PETROLIA
Unit 1, 411 Wingfield Street
Petrolia, ON N0N 1R0
Phone: (519) 466-3396

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

All contributions are tax deductible.

Charitable Business Number
13205 7100 RR0001



United Way of Sarnia-Lambton
Member Agency



Ontario
Ministry of Children and Youth

Ministries of
Children and
Youth Services
and
Attorney
General



SUPPORTING YOUTH - STRENGTHENING COMMUNITY