



SARNIA-LAMBTON REBOUND ANNUAL REPORT 2014-2015



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.

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2014-2015 HIGHLIGHTS

Celebrating another year of success, and sharing our story with you.

31 years in operation
5093 youth served in
19 programs this year

NEW
classroom

NEW
laundry
facilities

NEW
staff

\$ BUDGETED
to
raise
\$1,074,474
in fundraising dollars,
and realised successes
of **\$1,191,402**



16,148 heart-filled
volunteer hours donated,
the equivalent of **8.9**
full-time staff



Sold out performances of Aladdin, by Sarnia's Lambton Rebound's ACT II Theatre group.



Proud Participants in the 2014 Habitat for Humanity Youth Build

2014
anniversary
celebrations

Agency Overview

Sarnia-Lambton Rebound is a non-profit organization that provides support for children, youth and families in our community. Since our founding in 1984, we have been committed to supporting young people. Today, our programs serve children and youth between the ages of 8 and 24. We recognize the challenges and opportunities that this stage of development presents and Rebound continues to offer responsive, evidence informed practice based on the needs identified in our community. Recent themes or trends in service requests include: mental health, stigma, 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 35,000 young people from across Lambton County in community-based programs. We are honoured to support young people become happy and productive contributors to society.

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

SUCCESS
THROUGH
ACCEPTING
RESPONSIBILITY



The sound of construction is once again filling our halls. Space has become a premium at Sarnia Lambton Rebound. Five years ago, the agency moved into the newly constructed Dow Centre for Youth with Big Brothers, Big Sisters as our neighbours in the building. The new build was the outcome of a one million dollar legacy fund left to the community by Dow Chemical. A joint submission with the co-tenants was the successful proposal. At the time, the building seemed palatial, with more than enough room for all of the programs and youth. But just a few short years later and many more programs and services on our roster, we find ourselves adding space.

Earlier this year, with funds from the Ministry of Child and Youth Services, Youth Justice Division, we were able to add a laundry room to our wing. This time it is an additional office space for staff to meet individually with youth and families.

Today's service continuum offers an expanded age range, for youth 8 to 24 years and nineteen programs throughout Sarnia Lambton and Chatham. Programming designs are driven by identified community need and often occur in collaboration with service partners.

A few of the highlights of 2014 include a partnership with the Lambton Kent District and St Clair Catholic Boards of Education and Sarnia Lambton Children's Aid Society (CAS) to pilot a specialized classroom model for youth involved with the child welfare system, a substance abuse prevention program for youth 8-11 years and a girl's mentoring program for girls involved with the local CAS. Program expansion occurred this year when our youth engagement program, Getting Possibilities Started (GPS) began a satellite group at the high school in Forest.

On reflection of the expanded programming and services, it highlights the changing face of the youth who seek support at Rebound. Trends and themes over the past year show a changing demographic. Increasing mental health needs and school and community disengagement are primary presenting issues for youth. Families seem to have greater challenges maintaining healthy relationships and the social service sector has increasingly become a substitute caregiver.

The complexities of a child's developmental journey are further complicated by social media, mental illness and an increasing culture of highlighting differences instead of what we have in common with each other. The threads of commonality that have previously bound us together seem more like lines that divide.

To counteract these challenges, Rebound's response has been to emphasize working relationships, reaching out, talking, meeting and partnering, both with agencies and with youth. By creating space for conversations and maintaining a focus on what is in the best interests of youth, the path seems a little more clear and the hard work a little easier to approach. With a sense of collective action and shared responsibility, together with youth and our partners, Rebound will be there, making room for everyone.

Talk to us, join us, grow with us. We are happy to hear from you.

Best regards,
Teri Thomas-Vanos
Executive Director,
Sarnia Lambton Rebound

As you navigate through this world, It is hard to believe how quickly the years can pass, when suddenly you look in the rear view mirror, and realize just where you've been....time is fleeting.

I am writing this message for the final time in my capacity as Board President and what an honour it has been. I would like to thank all of those who have served with me on the Board over the years. Many have decided that it is their time to move on, however what a legacy they have left in their wake. We all wish those people well in their years ahead and, it goes without saying, they are always welcome to knock at the doors of Rebound, for they were the founders and guiding lights in the early years! The really good news is that new faces abound at Rebound and with that comes renewed energy, and novel concepts and ideas.

Last year I noted in my address that this agency and its staff, volunteers and leaders, never look back. They are always trying to be better at serving youth. With the "new blood" both at the staff, volunteer and board levels, Rebound is more than ever a vibrant, forward looking agency. We should all appreciate the commitment of these people to be the best for the youth they serve! The Staff and Volunteers are challenging youth to become "engaged" like we have never challenged them before, and as we engage youth, the more successful and confident they become.

Executive Director Teri Thomas-Vanos and the staff of this agency go far and beyond their job descriptions to assist in theatre projects, fundraising such as our annual Hearts for Youth Gala, Run Up for Rebound, program development and planning. This year we will host our first "Mud Run". The inaugural Assante "Dirty Dash for Rebound" which engages our youth, staff, volunteers and community in a fun money raising event is sure to be a crowd pleaser. And as time consuming

and challenging as it may be, our "Act II" Theatre Group will once again put on a performance that will bring our youth and community together. Hold your breath, it will be spectacular! Regardless of the challenge to make these events work, never do you see the people behind them be anything but positive.

We will always recognize that serving "at risk youth" truly means serving every child. The developmental journey is a time of risk for every child and all youth would benefit from the programs and themes of Rebound. So as we face the challenges of the future, we do so knowing that the better the Rebound programs are, the more we are able reach youth to be involved and engaged. Engaging our youth isn't just hype, it is our mission, and it plays out in every day and every program and every event at Rebound.

Our programs evolve with our society, and thanks to the leadership of our Executive Director and Staff, we are able to put in place programs that are new and relevant. Our "Spectrum" program is an example of our reaching out to our youth in need and engaging them at a level that they can relate and commit to. I urge you to visit our website to appreciate just how far and wide this agency reaches out to youth in our community... just google Sarnia Rebound and be ready to be astounded.

As I have done every year, I thank the staff and volunteers of this agency for their commitment to youth. As outgoing President, I want to especially thank those that work the front line as unheralded team leaders and volunteers in so many capacities at Rebound. Without the giving hearts of these people, there would be no Rebound, or it's valuable programs for the youth in our community.

As we move into the 15th year of this new millennium, we are proud at Rebound for what has been achieved,

but are equally excited in the knowledge that capable people at the Board, Executive, Staff and Volunteer levels will continue the mission. We are blessed to have the quality of staff and volunteers at every level of the agency.

We look forward to the future. I asked last year "What will we look like in a year, five years or thirty years from now"? Stick around, because it just keeps getting better!

So if you are reading this and feel that you could become excited about being a part of a team that engages youth every day in everything it does, pick up the phone and become part of Rebound. Good people like you make great volunteers! Rebound is living proof that common people in a working community can join together to make great things happen.... Come aboard!

We look forward, with your support, to meeting the many challenges in the years ahead!

I am John Ruffilli, and, "I (will always be!)am Rebound"!

John Ruffilli,
Board President
Sarnia Lambton Rebound



SINCE 1984

In Their own WORDS

My name is **Will**,

I came to Rebound for almost a year, after I wasn't able to attend my regular school anymore.

While I was at Rebound, they helped me to finish up my school work, and get all of the credits in Math, History, Art and a couple more I needed to graduate. I didn't have a choice in coming to Rebound, but it all turned out good in the end. I enjoyed my time here, and would recommend it to other people.

The people at Rebound were helpful, and even let me bring my dog Hugo in to visit. They understood what I needed, and always did what they could to help. There were even days where they made sure I was fed.

Since Rebound, I am doing pretty good now. I am going to Lambton College, and just finished my pottery class. I still visit with the people at Rebound, when I can – I know I am always welcome there. I even bring Hugo, which people love.

I would recommend Rebound to people that need it.



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

Programming Overview

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

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

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

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

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

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

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

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



Programming at Sarnia-Lambton Rebound

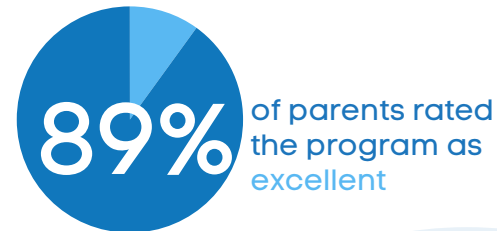
Life Choices



The Life Choices program services youth between the ages of 12 to 17 to acquire new skills in order to move forward confidently in their daily lives. Topics covered during this ten week session can include: communication, decision making, goal setting, respect for self and others and conflict resolution. The lessons are designed to include the 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 in the community. Life Choices successfully graduated 33 participants.

100% would recommend the program to another.

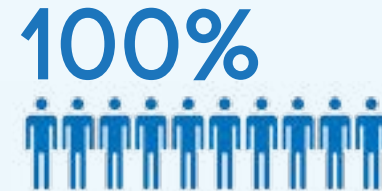


Choices JR. In-HOUSE



CHOICES JR. is a 10 week program offered through a preventative substance use model for youth ages 8-11. CHOICES JR. focuses on communication in all aspects, recognizing problems and finding community supports, peer pressure and finding positive ways to remove yourself from potential or on-going issues, while tying in the risks and educational needs that youth are encountering in regarding drugs and alcohol use.

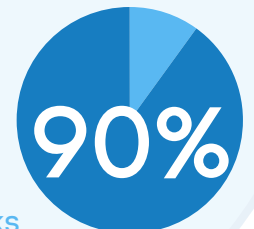
The need for earlier intervention, with younger children regarding the dangers of substance use was highlighted by research and validated by a local family's experience. Following the death of his child, a father identified a gap in the system regarding younger children and their knowledge of the risk factors surrounding substance use. Rebound responded by looking into the supporting literature and creating a program to fill this need. CHOICES Jr. was offered in the winter of 2015 thanks to a Venture Grant from United Way. Support for the program from the youth served, as well as community partners, has been overwhelmingly positive.



felt very good about facing hard challenges in their life

60%

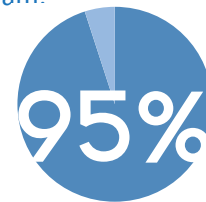
had learned about the risks of using drugs and alcohol



Programming at Sarnia-Lambton Rebound

Choices

The Choices program is a substance misuse prevention program. Topics as decision making, communication, goal setting and drug awareness are explored. It is a ten week program for youth aged 12-17. Choices has a variety of elements to assist with learning including impaired vision goggles, guest speakers, behavior rehearsals, pro/con discussions on marijuana use as well as many other activities. Choices ran three sessions this year, as well as an in-house program delivered to the Alt-Ed classroom within the St. Clair Catholic School Board. Rebound is very proud of the 60 participants who successfully graduated from this program.



of youth stated that the program was excellent



of youth reported increased knowledge of substances & risks

TAG

Tools for Achieving Growth

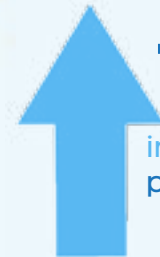


This has been another exciting year for the TAG program. We have serviced three groups within the Sarnia location, as well as another group at Brigden Elementary School. The group worked well together and shared that they were quite pleased to become a part of Rebound! The TAG groups this year have focused on topics such as Bullying/Cyberbullying, Emotional Regulation, Communication, and Decision Making. Through the lessons we have seen great improvement within an environment where youth are able to relate to one another

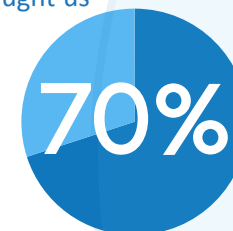
with respect. Youth were able to reflect on similar experiences and work as a team to talk about how it could be better handled in the future. We are very proud of these young men and enjoy the energy they bring to the group! The TAG group has also participated in some expressive art activities. During this time to create masks that were a reflection of both personality and strengths. The youth responded positively to this and showed pride in sharing their masks! These groups have taught us so much.



70% increase in overall communication



75% increase in positivity



increase in ability to handle situations involving bullying and or cyberbullying

Programming at Sarnia-Lambton Rebound

STAND

Stop, Think and Decide



To meet the various needs of the youth being referred to us for service, Sarnia-Lambton Rebound offers a 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%

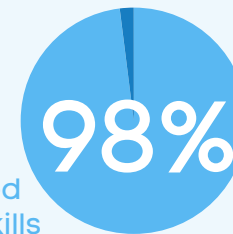


feel more comfortable at Rebound

98%



made progress with goals



learned new skills

97%



feel less stressed

STAGE

Strategies Towards Achieving Girl Empowerment

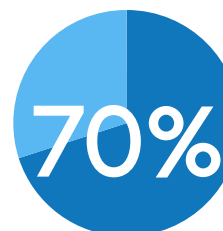


This 10-week program was created in 2008 when our city's police and court partners found that relational aggression amongst females in Grades 7 and 8 was on an increase. Young girls aged 8-11(Jr.) or 12-15(Sr.), attending the STAGE program agree that they deal with relational aggression and body image pressures on a daily basis. They come together, weekly, in either Junior or Senior groups to learn positive coping skills. Goals for the STAGE program include: increased communication skills, awareness of relational aggression, awareness of external messaging, conflict resolution skills, resilience as well as an improved sense of self in relation to self-esteem, self-confidence and self-awareness. Within the 2013-2014 year the STAGE program saw 24 participants.

100%



stated that their relationships with other girls increased



of parents reported a decrease in their youth's involvement in relational aggression

100%



stated that they feel excellent in being able to deal with mean girls

Programming at Sarnia-Lambton Rebound

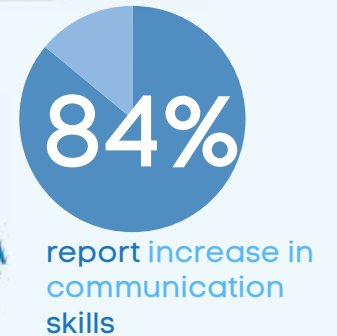
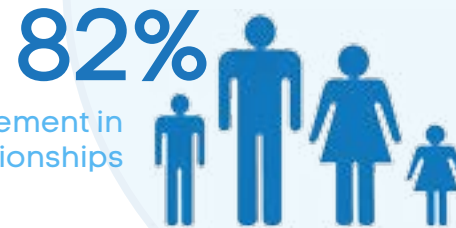
County Programming



2014 was a time of fantastic growth for our county programs. The increase in youth connections and community relationships sparked some great changes. Our County Program Coordinator position

was increased to full time creating the opportunity to deliver some programming new to the county. While still providing the Choices group program and STAND individual programs from both the Petrolia and Forest offices, our coordinator was able to bring additional programs to county youth. We saw our new Choices JR. program for youth ages 8-11, offered in-school along with STAGE JR., TAG and Thrive. As well, GPS (Youth

Action Committee) was introduced at North Lambton Secondary School and the response was overwhelming. Our County Coordinator continues to sit on community committees to help identify area needs and responses. Rebound staff are proud to partner with our county communities and support area youth.



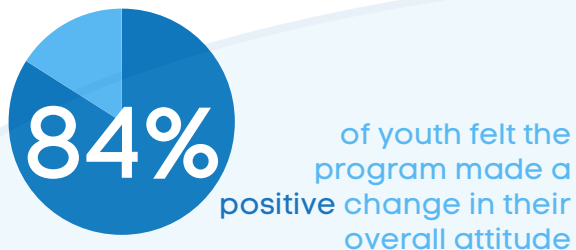
PASS Program

Positive Alternative to School Suspension



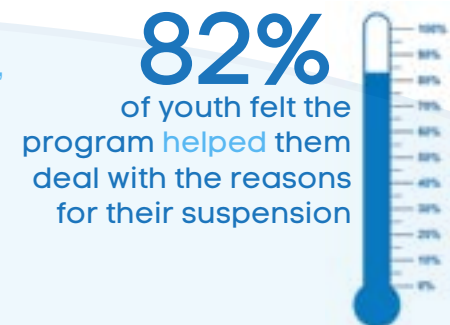
Over the last year, PASS has undergone some changes and improvements. We are integrating more interactive Life Skills using technology and other programming tools available. Our life skills lessons are always shifting and adapting to best suit the needs of the youth we serve so they will be able to apply them in their own lives.

There has been an increase in the number of referrals; we have served 183 youth in the Sarnia-Lambton area. The program continues to assist youth with their school work and provide interactive life skills that engage youth. The Ministry has cited PASS as a best practice program, as it aligns with the six foundational principles of community safety and well-being and holds the strongest attributes under the evidence/evaluation principle. The PASS Program acknowledged the contributions of the Placement Students from Lambton College who bring a new perspective, positive strategies and new materials to help the youth succeed. This program has many success stories and continues to be a positive space for students. We look forward to another exciting year as we continue to make ongoing improvements in the delivery of our alternative to suspension program.



Youth Quotes

- "They helped me think before I act."
- "I know how to cope with my feelings now."
- "I just feel better about myself."
- "I liked how we did a Life Skill every day. I learned a lot during those."



Programming at Sarnia-Lambton Rebound

Thrive



Since the Fall of 2012, the resiliency based program, Thrive, has been supporting youth (ages 12-14) in the development of personal qualities of perseverance, confidence and courage. Thrive teaches youth how to turn their potentially negative coping mechanisms into positive ones when dealing with the challenges of everyday situations. Within this 10-week program youth openly discuss the different situations they have encountered, possible coping strategies, who their supports are and are encouraged with the tools necessary to navigate their adolescent lives. Youth have the ability to practice the skills they are learning, connect with impactful video clips and guest speakers and most of all – realize that they are not alone in their struggles. 47 youth were served in our in-house program. In September 2013, as a result of a grant received

by the Ontario Trillium Foundation, Rebound was pleased to be able to offer the Thrive program to elementary schools within Lambton County. Rebound is in their second year of funding through the Ontario Trillium Foundation Grant. To date Rebound has serviced 28 schools totaling 355 youth with very positive outcomes. That is 217 more youth that Rebound has serviced through Thrive In-school since the end of March 2014. We were able to offer an expressive arts component to our county Thrive Programs thanks to a grant from GreenShield.

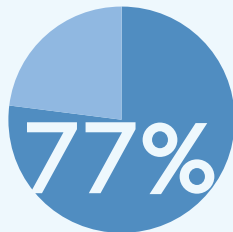
Thrive In-House



70%



of youth felt they knew where to go for support within their lives



of students stated they feel they can handle stress more confidently than before

Thrive In-School



72.5% of youth reported an increase in their coping skills

75%



of youth stated there was an increase in how they feel about themselves and what they can do

Programming at Sarnia-Lambton Rebound

Girls Mentoring

13

YOUTH SUPPORTED

In the summer of 2014, Rebound was successful in receiving a grant from the Canadian Women's Foundation to run a 6 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-identity 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. We propose reaching out to additional targeted populations and will provide the program for immigrants and newcomers to Canada, as well as rural youth. We will also continue to support girls who receive services from the CAS. The objective of the program is to increase and assist to evolve the socio-emotional development, self-identity and cognitive awareness in pre-adolescent girls ages 9 – 13 utilizing mentor relationships. The program is all about connecting, inspiring and believing.

In School Detention

3994

YOUTH SERVED

For the past ten years, the St. Clair Catholic District School Board has contracted with 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.

Section 23

15

YOUTH 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.

Programming at Sarnia-Lambton Rebound

PASS Program - Chatham Location

Positive Alternative to School Suspension



Chatham PASS is an alternative to home suspensions in a classroom setting, which consists of two Child and Youth Workers. Students, referred by their

Principal, have an opportunity to complete their schoolwork that they would otherwise miss due to suspensions. Many students state that they appreciate the quiet, non-judgmental environment where they are not embarrassed to ask for assistance. Youth often leave the PASS Program feeling pride and achievement because of catching up on overdue assignments. 97% 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 get to learn still." 94% of the students asked stated that they felt the program helped deal with the reasons for suspension. When asked for ways staff helped, one student stated, "I learned not to fight anymore." "This program helped me talk about my stress and anger."

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 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 techniques once the student returns to their classroom.



97%

of students said they are more likely to think of consequences of their actions now

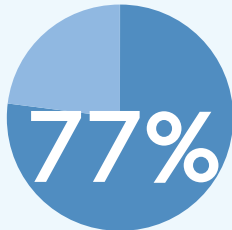


90%

of students remarked they feel very comfortable at Rebound

97%

of students stated PASS helped them make a positive change in overall attitude



of students stated they feel they can handle stress more confidently than before

Programming at Sarnia-Lambton Rebound

ACT II

Act II finished its fifth year with a fantastic production of Aladin in September 2014. This was our second year at the Imperial Theatre where almost all the shows were sold out! Thanks to an overwhelming number of volunteer hours by the many youth and adult volunteers; 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 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 a successful theatre production, including music, dancing, acting, costumes and set. A labour of love, Act II has become a program success of many talents and fond memories!

Currently going into its 6th year, ACT II is proud to be creating another extraordinary theatre production for September 2015. Come with us along our journey down the yellow brick road as we search for The Wizard of Oz.



Programming at Sarnia-Lambton Rebound

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 unique program allows the Youth in Transition Worker to be able to connect with the youth in their communities. Since January supports have been offered to nineteen youth in Lambton County. Referrals have come from the Children's Aid Society, St. Clair Child & Youth Services and the local school boards. Our community allies continue to be instrumental in connecting us with youth and we value these partnerships.

GPS

Getting Possibilities Started

Getting Possibilities Started (GPS) is a drop-in program for youth ages 13 to 24 who wish to take action in the Sarnia-Lambton community. GPS is coordinated by an Adult Ally but is facilitated by two Youth Facilitators support the group in making a positive change in the community. GPS has made many successful partnerships; with Habitat for Humanity, Coffee Lodge, Week of Phun (Kathleen Ave), and so many more. An important component for GPS is mental health awareness as well as reducing stigma about seeking help. GPS continues to move forward and follow the trends in order to support the youth of Sarnia-Lambton.



Programming at Sarnia-Lambton Rebound

Spectrum

Diversity programming at Sarnia Lambton Rebound is provided in proud partnership with the Sarnia Lambton Children's Aid Society. On May 27, 2013 Sarnia-Lambton Rebound created the first Lesbian, Gay, Bisexual, Transgender, Two-Spirited and Questioning (LGBT2SQ) youth drop-in for Sarnia and Lambton County youth aged 14-24.

Spectrum works to ensure a safe and supportive environment for all LGBT2SQ youth of Lambton County so that they may feel comfortable in their respective sexualities. Youth will experience one-on-one support, a place to find acceptance, knowledge of LGBT2SQ history, accurate and up to date sexual health information, develop friendships, hear guest speakers who identify as LGBT2SQ and have fun through art, board games and movie nights.



141 VISITS

JUST A FEW OF THE PAST YEARS ACCOMPLISHMENTS:

Started partnership with Judith and Norman Alix Art Gallery to deliver LGBTQ+ stereotypes art based video for Artwalk (June 7-9, 2014).

Worked with North Lambton Community Health Centre to update their forms to have LGBTQ+ individuals receive priority health care as per their marginalization within society.

Took part in LGBTQ+ webinar on how to create safe spaces for all LGBTQ+ people.

Attended LGBTQ+ youth suicide prevention meeting and training in Windsor at the Pride Centre.

Worked with the County of Lambton to develop measures for the Spectrum program.

Helped organize the Equity vs. Equality conference in partnership with Children's Aid, Lambton College and North Lambton Community Health Centre.

Attended Human Rights Summit during World Pride 2014.

Spoke at the Jer's Vision LGBTQ + Service Providers Summit during World Pride.

Facilitated PowerPoint on Oppressive Language, Trans 101, and Diversity 101 to the Spectrum youth.

Co-hosted Transgender Lunch and Learn at Lambton College.

Developed Sexuality Lesson for LIFE, Choices, SAFE and helped bring more diverse scenarios to younger programs that showcase diverse families and situations.

Programming at Sarnia-Lambton Rebound

Transitions II Classroom

Overall Goal of the Transitions II Classroom:

To partner with youth to identify personal success, to support disengaged youth back into the regular school system, or onto alternate education or employment opportunities.

The Transitions II Classroom provides youth with a therapeutic learning environment in which education is approached in a holistic manner. This approach includes a classroom therapist to address specific needs such as mental health and substance abuse concerns.

The classroom provides:



A low student to teacher ratio

The ability for students to work at their own pace

Additional therapeutic supports that extend outside of the classroom

Curriculum matching and alternative learning approach

The classroom therapist partners with the classroom teacher to foster a positive learning environment that is complimented by additional behavioural supports, incentives and individual goals.

Classroom Therapist Supports include:

■ Anger Management

■ Life Skills

■ Coping Skills

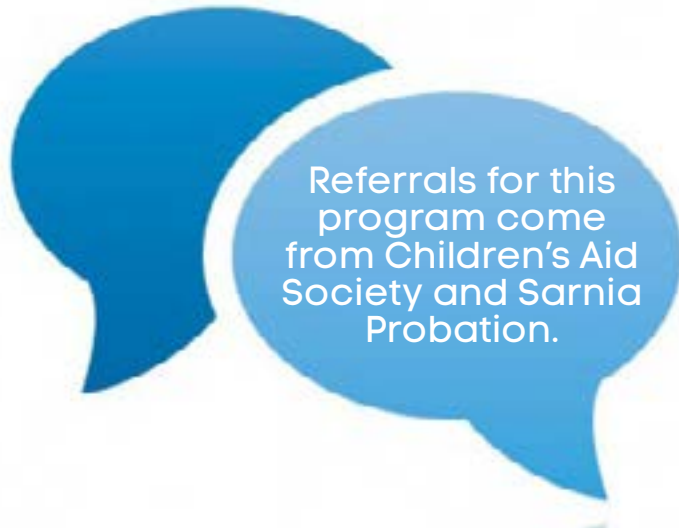
■ Substance Abuse Counselling

■ Healthy Relationship Education

■ Job Skills Preparation

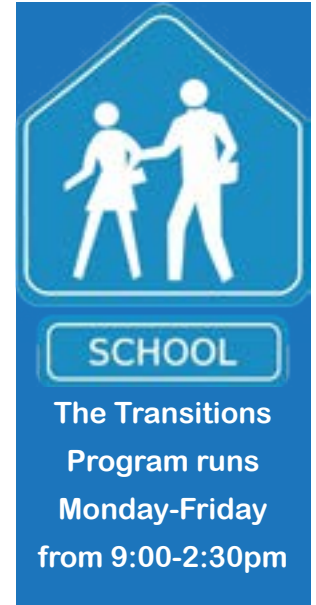
Programming at Sarnia-Lambton Rebound

Transitions II Classroom



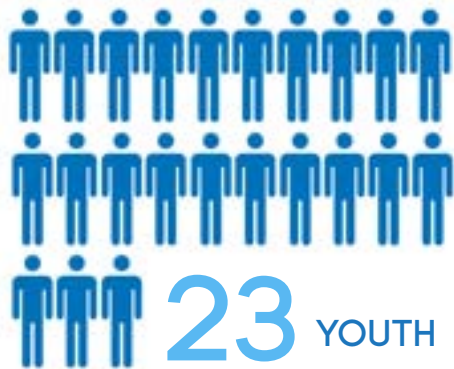
Rebound works in collaboration with dedicated community partners:

- Sarnia Lambton Children's Aid Society
- Sarnia Probation Services, Youth Division
- John Howard Society Sarnia Lambton
- Lambton Kent District School Board
- St.Clair Catholic District School Board
- St.Clair Child and Youth Services
- The Ministry of Child and Youth Services



★ ★ ★ Program Highlights

SERVED



TO EARN



37 CREDITS



VOLUNTEERS



Volunteers

More than 16,000 hours have been accumulated by our hard working volunteers this past year. One volunteer, alone donated 980 hours this past year to creating costumes for our Act II Theatre program – many thanks to Lynn Kershaw-Smith – you are awesome!

Whether our volunteers are able to give just a few hours or hundreds of hours, all of them are much appreciated. Their selfless giving helps illuminate the path youth take. We could not succeed without the help of each and every one of them. Rebound volunteers brighten the lives of all they touch – the youth...the staff. It is a privilege to work with these wonderful people. May their light continue to burn brightly!

16,148
heartfelt
volunteer
hours



VOLUNTEERS

Sarnia-Lambton Rebound is fortunate to have dedicated and caring volunteers. There are so many ways that our volunteers assist us. This past year alone, they helped with:



The Canada Day Parade (including labelling thousands of suckers for the parade)

Mentoring in-school and evening youth programs throughout Sarnia Lambton



Governance on our **Board of Directors**



Smoothie Days



our 30th anniversary celebrations by stringing **30,000 beads**



A variety of maintenance projects

Our **Open House**



GIVING TUESDAY

Day of Caring



Sarnia-Lambton Rebound Fundraising

It was a strong year on the fundraising front, with Sarnia-Lambton Rebound raising in excess of \$200,000 through a wide array of fundraising efforts.

The financial stability of the organization depends on securing as many sources of income as possible. This is vitally important to the agency, as it helps reduce the impact of unexpected loss in funding through our revenue sources.

This past fiscal year we received revenue from a multitude of sources, with the greatest source representing 29% of our total income. The breadth of financial range 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 83% revenue base, leaving 17% to raise through fundraising, donations, special events, corporate gifts, client fees, bingos and new foundation grants.

The community continues to support our various fundraising initiatives. We are inspired by the continuing generosity. As a result we are able to deliver our prevention and early intervention supports to youth throughout Lambton County.

Rebound's fundraising initiatives in 2014/2015 produced:

Type of Funds:	Goal:	Actual:
General Donations	\$ 40,000	\$ 34,800
Hearts for Youth Gala	\$ 37,000	\$ 47,243
Run Up for Rebound	\$ 12,000	\$ 4,167
Rack 'N Roll	\$ 4,000	\$ 4,238
Foundations / Grants	\$ 55,000	\$ 98,813
ACTII Production	\$ 12,000	\$ 14,758
	\$ 160,000	\$ 204,019

We budgeted to raise \$1,074,474 and the actual total was \$1,191,402.

We projected \$1,075,522 in expenses and our actual was \$1,177,977.





The 16th annual Hearts for Youth Gala held in February 2015 attracted close to 300 guests, raising more than \$47,000 for Rebound programming. Once again Scotiabank stepped up as lead sponsor for the event. The agency recognized Warren and Katie Parrott, who have supported the agency for more than a decade, with Warren retiring this past year as Scotiabank's Community Manager, and Katie from her post as Rebound's Office Support. The agency welcomed a host of new sponsors, including Brian Davis Jewellery, which provided a pair of .25-carat loose diamonds as prizes for the Fire and Ice themed evening. The excitement continued throughout the night, as generous supporters bid up many of the fantastic live auction items, which included several luxurious vacation getaways. A total of 42 businesses, corporations and individuals provided cash sponsorship of this event, making the Gala the most successful ever from a financial perspective. The youth also shone on this night, with many providing inspirational and emotional speeches. We are thankful for the work of our emcees for the night, longtime Rebound volunteer Chris Braun and youth Zack, who spoke about the amazing collection of staff and volunteers who work diligently to provide a safe place for youth. Rebound is a great reflection of community collaboration providing support and engagement for youth along their developmental journey. We learn from and are motivated by the youth in every contact. The event would not have been possible without the work of dedicated Hearts for Youth volunteers and the cooperative efforts of the Dante Club.

1204977 Ont. (Jackson Seed Services Limited)
 All Saints Anglican Church Women
 Apex IT
 Blackburn Radio
 Bluewater Power
 Boilermakers, International Brotherhood –
 Local 128
 Cam-Ron Insurance
 Carpenters Union Local 1256
 CCI Studios Inc.
 Central United Church
 City Transmission
 Courtright Catholic Women's League
 Curran Contractors
 Custom Plumbing
 Dallas Haul
 DeGroot's Nurseries
 Dr. Frank W. Riedl
 Dr. L. Slipacoff
 Electrical Workers, International Brotherhood
 of - Local 530
 Forest United Church

Gamble insurance (Barry Hogan)
 George Murray Shipley Bell, LLP: Barristers
 and Solicitors (GMSB)
 Government of Canada
 Grace United Church
 Gregory A. Hogan Catholic School
 H & I Service Centre
 H. Moore and Son Siding Ltd.
 Hazlitt, Steeves, Harris & Dunn
 Hydro One
 Ice Creamery
 Ideal Dry Cleaners
 Imperial Oil
 Inland Aggregate
 Lambton Audiology Associates
 Lambton College
 Legislative A.D. (Pat Davidson)
 Lehder Environmental Services
 Libro Credit Union
 LiUNA - Labourer's International Union 1089
 Living Hope Christian Reform Church
 Magermans & Raes Insurance Brokers Ltd.

Manley's
 MIG Engineering (2011) Ltd.
 Noelle's Gift
 Ontario Power Generation
 OPG Employee & Pensioners' Charity Trust
 OPSEU Local 125 - Ontario Public Service
 Employees Union
 Optimist Club of Sarnia Lakeshore
 Point Edward Optimist Club
 Preferred Towing
 Professional Answering Services
 RBC
 Robert E. Dale
 Robinson Design & Drafting
 Royal Canadian Legion Br. 62
 Royal Canadian Legion Wyoming Div.
 Sandrin Services
 Sarnia Bayfest
 Sarnia Drywall Supply
 Sarnia Fine Cars
 Sarnia Legionnaires
 Sarnia Northern Collegiate

Sarnia Police Association
 Sarnia Professional Fire Fighters Association
 Scotiabank
 Sixth Line United Church
 Sothwest Credit Union
 St. Christopher Catholic Women's League
 St. Clair Catholic District School Board
 St. Clair S.O.C.
 St. Pauls Church
 Steeves & Rozema
 TD Canada Trust
 Theatre Sarnia
 Trans Alta
 TRL Financial Inc. (Tim L'Hereux)
 Tupperville United Church
 Ultraguard Security Systems
 United Way of Calgary and Area
 United Way of Greater Toronto
 Vision '74 – Vision Nursing Home
 William Standen
 Worley Parsons

SMART, STRATEGIC STRONG

strategic planning

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. This initiative is intentionally broad to allow us room to capture “the big picture” of the organization, while keeping our central focus on youth. It challenges us on every level of the organization.

2014/15 HIGHLIGHTS

Choices Jr. substance use prevention program for youth 8-12 years, youth engagement committee established in Forest.

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. This initiative is focused tightly and primarily on staff and board. It calls internal people and systems on to a heightened level of output and accountability.

2014/15 HIGHLIGHTS

All staff have monthly supervision and annual performance reviews, the Board of Directors completes an annual self-evaluation, all programs have a logic model.

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- this initiative is positioned to be external or outward focused. It speaks to the evolutionary nature of our work and how we must adapt to the cultural climate we find ourselves in, not only to ensure our financial sustainability but to continuously re-affirm the value added contributions of Sarnia Lambton Rebound to our community.

2014/15 HIGHLIGHTS

All reporting obligations are on time and on target, all programs have an evaluation component built in for annual review.

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. Concrete examples of this work is the review and revision of programs logic models and evaluation frameworks. Each new program provided at Rebound such as the Transitions II and 4 R's classrooms have designed and implemented logic models. Standardized and in house developed measurement tools continue to be utilized in all programs to ensure data is being collected and analyzed to ensure the youth participants in Rebound programs and services are obtaining great service and the program outcomes are being met.

Active involvement in knowledge exchange activities both internally and externally 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. Staff participate in a variety of trainings and we host Lunch and Learn sessions on a variety of topics such as anti-oppressive practice and cultural awareness. We are excited to continue our evaluation journey through our daily practice.

Risk Management

Purpose

Sarnia Lambton Rebound will develop an organizational culture that optimizes our ability to achieve our strategic objectives while ensuring appropriate management of risks.

The purpose of our risk management policy is to:

- promote employee, stakeholder, and public safety;
- protect personnel, assets and intellectual property;
- encourage better quality service delivery;
- minimize loss and insurance costs, and
- improve contingency planning for dealing with risks and their impact.

Principles

Sarnia Lambton Rebound is committed to developing operating principles that support this risk management policy.

We will actively:

- identify and rank all strategic risks;
- ensure risk management becomes part of day-to-day management;
- provide staff with the policies and procedures necessary to manage risks;
- ensure staff are aware of risks and how to manage them; and
- monitor our strategic risk profile and implement a continuous improvement approach to risk management

Sarnia Lambton Rebound is reviewed by the Ministry for Child & Youth Services for level of risk in the following areas:

Governance
Service Delivery
Stakeholder Satisfaction
Financial
Legal Technology
Human Resources

The REBOUND TEAM

Like a tree, the Rebound organization is strong, rooted, grounded and always full of growth and new life. The seed planted 31 years ago has flourished into a thriving, center of awesomeness. Our tree represented here, is kept under the care of Teri Thomas-Vanos our Executive Director, along with our Board of Directors, with every branch supporting the ongoing hard work of each and every Rebound staff member.

Rebound Staff are a proud team of professionals, who continue each and every day to see promise in every youth.



The REBOUND TEAM

as

Board of Directors

Teri Thomas-Vanos - Executive Director

Client Services Team (CST)

Lori Girolametto - Client Services Team Manager
Kelly Wilson - Youth in Transition Worker (YITW)
Stephanie Hyde - Intake, STAND, Parenting Program
Andraya MacMillan - In School Thrive, STAND Coordinator
Alicia Hartwick - Choices Jr & GPS Adult Ally
AnnaLise Trudell-Diversity Coordinator
Laura (Kiki) Jackson - Life Choices, Choices, STAGE Coordinator
Warren Fitzgerald - Transitions II classroom/ TAG Coordinator
Crystal Fach - Spectrum
Paige Van Praet - County 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
Cheri Poirier - County Programs
Suzanne Maitland - In School Detention Coordinator
Susan Thompson - In School Detention Coordinator
Max Cryderman - Behaviour Support
Becky Stewart - Section 23
Brooke Gerber - Transitions II Classroom Therapist & Addictions Councillor
Kaylee LaPointe - PASS Program Coordinator
Barbara Pitt - Expressive Arts Consultant
Michelle Shelswell - Program Evaluation Consultant
Brennah Freer & Monique D'Arcy - GPS Youth Facilitators

Support Staff

Tammy Vandenneuvel - 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

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



This past year we were pleased to have the following students on our team: CYW Students Reagan Butler, Mary Beth Spain, Randilee Michelin, Richard Marcano, Stephanie Baribeau and Karen Hughes and SSW Students Liz Shea, Lucas Roberts and Jordan Davidson. Amanda Widdis joined us from the MSW program at the University of Windsor.

Students have the opportunity to participate in the wide variety of programs offered through the agency, gain experience in fundraising and marketing and become important team members. We were very fortunate to be a part of their learning process.

Board Governance

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.

The following are committees of the Sarnia Lambton Rebound Board of Directors-
Executive, Audit/Finance, Human Resources
Ad Hoc Committees-Fundraising and Membership

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.

Finance Committee Members: Wendy Asher, Pam Graham, Jim Stewart
Dawn Azzolina

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.

HR Committee Members: John Ruffilli, Gigi Walent-Burke
Sharon Berry-Ross
Dawn Azzolina

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.

Executive Committee Members:
John Ruffilli, Mike Callander, Jill Harding,
Dawn Azzolina

Board Members

John Ruffilli
Mike Callander
Dawn Azzolina
Jill Harding

Sharon Berry-Ross
Barry Symington
Tamara Johnson
Wendy Asher

Warren Kennedy
Gigi Walent-Burke
Pam Graham
Jim Stewart

The Year Ahead

We are launching a new fundraising event this year The Rebound Dirty Dash! Fashioned in the model of a mud run, we will offer participants the chance to get muddy for a good cause. Support for the event has been overwhelming so far, with the 500 registration spots filling up within weeks. The actual event will be June 13th and we expect everyone to have a great time.

After some initial angst over a lack of funding for ACT II, our theatre program, the community has supported youth once again. Enbridge Canada has made a three year, \$5,000 funding commitment and the Catherine and Maxwell Meighen Foundation has contributed \$10,000 to this year's production. The ACT II working group has chosen to perform an encore of the "The Wizard of Oz", our very first theatre production from 2010. In our efforts to quantify the therapeutic outcomes of a youth led theatre program, a Research Innovation Fund grant was submitted and approved by Lambton College. The funding will allow a research team to follow the youth participants over this summer's experience and use their narratives, along with pre and post measures to determine the impact of the ACT II experience. We are hopeful that this data will be useful in securing ongoing funding for the program.

The upcoming year will be a time for reflection and visioning as we set out to engage in another Strategic Planning process. It has been three years since we last met as a staff, with our Board and with the community and key stakeholders to engage in conversation about the direction of the organization. We look forward to this opportunity as a means of generative thinking, setting new goals, reaching out to new partners and strengthening existing partnerships. It is a time to listen and reflect on messages from stakeholders and the youth and families of Sarnia Lambton.

We remain driven to refine our programs, through a continuous evaluation and review process. We are committed to working in partnership with youth and families to identify areas of need and maintain our focus on responsive programming that is current and evidence informed.

In the area of governance, our Board of Directors will undertake a review of our founding Constitution and By-Laws to revise and refresh the documents in preparation for our next round of Strategic Planning. The goals set through this process will help to guide our areas of focus in the next three to five years.

As a team, we have set our sights on achieving awesomeness, in the programs that we design and deliver, in our partnerships with youth, families and stakeholders and for ourselves, on our professional and personal journeys. The year ahead is full of potential!

2015-2016

CONSOLIDATED BALANCE SHEET

AS AT MARCH 31, 2014

	2015	2014
ASSETS		
CURRENT		
Cash	\$ 230,494	\$ 183,965
Short-term investments	\$ 285,117	\$ 281,891
Accounts receivable	\$ 35,033	\$ 48,745
Prepaid expenses	\$ 1,714	\$ 2,827
	<u>\$ 552,358</u>	<u>\$ 516,528</u>
DEPOSIT	\$ -	\$ 17,566
EQUIPMENT	\$ 59,508	\$ 30,202
	<u>\$ 611,866</u>	<u>\$ 564,296</u>
LIABILITIES		
CURRENT		
Accounts payable and accrued charges	\$ 75,111	\$ 88,525
Deferred revenue	\$ 150,371	\$ 117,764
	<u>\$ 225,482</u>	<u>\$ 206,289</u>
DEFERRED CAPITAL CONTRIBUTION	\$ 23,219	\$ 11,493
	<u>\$ 248,701</u>	<u>\$ 217,782</u>
NET ASSETS		
Internally restricted	\$ 285,717	\$ 282,491
Invested in equipment	\$ 36,289	\$ 16,528
Unrestricted	\$ 41,159	\$ 45,314
	<u>\$ 363,165</u>	<u>\$ 346,514</u>
	<u>\$ 611,866</u>	<u>\$ 564,296</u>



To find full audited financial statements, please visit our website at www.reboundonline.com.

STATEMENT OF REVENUE AND EXPENSE

FOR THE YEAR ENDED MARCH 31, 2014

	2015	2014
REVENUE		
Grants	\$ 970,401	\$ 834,117
Donations	\$ 61,524	\$ 65,389
Client fees	\$ 2,996	\$ 3,255
Fundraising	\$ 130,835	\$ 142,093
Membership Fees	\$ 4,500	\$ 7,384
Other	\$ 15,306	\$ 17,545
Amortization of deferred capital contribution	<u>\$ 5,840</u>	<u>\$ 4,828</u>
	\$1,191,402	\$ 1,074,611
EXPENSE		
Amortization	\$ 15,446	\$ 10,899
Bank charges	\$ 3,693	\$ 6,712
Insurance	\$ 10,117	\$ 9,625
Office and misc.	\$ 32,407	\$ 16,473
Fundraising	\$ 68,595	\$ 75,186
Professional fees	\$ 6,942	\$ 7,146
Programs	\$ 79,893	\$ 58,549
Rent (net)	\$ 45,385	\$ 45,146
Staff development	\$ 7,028	\$ 6,312
Telephone	\$ 8,455	\$ 6,555
Travel and promotion	\$ 14,889	\$ 12,753
Wages and benefits	<u>\$ 885,127</u>	<u>\$ 753,362</u>
	\$ 1,177,977	\$ 1,022,592
EXCESS OF REVENUE OVER EXPENSE(EXPENSE OVER REVENUE)	\$ 13,425	\$ 52,019

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 \$3,225.64 on our investments.

3. Volunteer Contributions: This past year, volunteers donated a total of 16,148 hours or 8.6 full time equivalent staff positions valued at \$273,709. These numbers are not reflected in the financial statements.

4. Fundraising Expenses: Through policy direction from the Board of Directors, Sarnia Lambton Rebound details full disclosure of all gross fundraising costs of the agency. No fundraising expenses are allocated to other functions. The fundraising expenses that are detailed in the financial statements include the gross expenses of producing special events. The actual costs of salaries and benefits of our fundraiser are \$29,837 for a total of \$98,432 spent on raising a total of \$1,191,402 in revenues.



Contact us

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PETROLIA

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FOREST

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Forest, Ontario N0N 1J0
Phone: (519) 466-3396



www.reboundonline.com



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

