

2015/2016 ANNUAL REPORT

# IMPACTS *and* OUTCOMES



  
CHILD  
DEVELOPMENT  
INSTITUTE

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## #YourImpact



childdevelop.ca

Through your support, we are able to help transform the lives of vulnerable families. Thank you.

## Putting the pieces together

At Child Development Institute (CDI), we dedicate each day to helping children, youth and families transform their lives through our innovative, evidence-informed programs and services.

Many of the families we serve have experienced trauma or abuse, family breakdown, disruptive behaviours, learning disabilities complicated by mental health challenges (LDMH) and other issues that affect healthy childhood development. These children often experience conflict at school or in child care, difficulties with peers and family members and issues related to anger management, impulsivity and/or developmental difficulties.

The consequences for children and parents who do not receive adequate and appropriate treatment affect all of us. It is estimated that four out of five children who need help for mental health problems never receive it, and they can consequently suffer incidences of depression, school dropout, juvenile delinquency and substance abuse. Long-term implications that last into adulthood include illiteracy, violence, underemployment and future family breakdown.

We all have a role to play in creating better outcomes for children and youth in need. Our staff, volunteers, clients, donors, sector partners and community members are instrumental in ensuring we have the necessary resources and supports in place for children and youth at risk.

**When all of the puzzle pieces come together, we are able to make lasting change in the lives of thousands of Toronto families.** Thank you for all that you do to support CDI. You are such an important piece of the puzzle.



# MESSAGE FROM OUR BOARD PRESIDENTS



In reflecting on the theme for this year's annual report, **Impacts and Outcomes**, we looked back at Child Development Institute's hundred year plus legacy in the children's mental health sector and are proud to see that over these many years CDI has remained true to its goal of providing high impact family-centred programs to Toronto families.

From its beginnings in the early 1900s, formed by two separate organizations, The Crèche and Earls court Child and Family Centre, to its current role with the addition of Integra Foundation as a leader in the children's mental health field, CDI continues to bring even greater value and impact to Toronto's children and youth as a multi-service, award-winning organization.

From the beginning, the team at CDI made it their mission to develop *innovative, ground-breaking new treatment approaches* to meet the needs of Toronto's children, youth and their families. From its role as a leading centre for autism and other mental health disorders in 1958, to honing its expertise in the treatment of childhood sexual abuse and developing the SNAP program in the 1980s, CDI has a lengthy history of creating lasting, positive impact in the lives of those most at risk.

The entire team at Child Development Institute, staff and volunteers, has made a commitment, from the start, to provide *responsive, family-centred programs* when they are most needed: during childhood and adolescence. Through our early intervention approach, we are able to help transform the lives of children and youth, leading to lasting change.

Through each generation of children served by CDI, our impact grows. By continuing to capitalize on our strengths and capabilities we will ensure that we continue to be a high performing organization, well-positioned for the future. As we strengthen services for our clients and broaden the reach and impact of our innovative and evidence-based programs we are providing even stronger outcomes for children, youth and their families.

Through the hard work of CDI's staff and volunteers, and your generous investment, we will continue to help transform the lives of Toronto's children and their families.

Thank you for your support.

Handwritten signature of Kellie Sauriol in black ink.

**Kellie Sauriol**  
President  
Child Development Institute

Handwritten signature of Carol Bezaire in black ink.

**Carol Bezaire**  
President  
Child Development Institute  
Foundation

# MESSAGE FROM THE CEO



This year, the theme for CDI's Annual Report is "Impacts and Outcomes." Together, our staff, volunteers, families and donors have achieved many impressive outcomes, with real impact, over the past year and I am pleased to be able to share some of these stories with you.

Our Family Violence Program, partnering with several other organizations, received federal funding for expansion of the Mothers in Mind (MIM) program into Quebec and New Brunswick; this funding also provides an opportunity for a randomized control study which is the gold standard in outcomes research. This study, focused on the social, emotional and developmental health of young children exposed to family violence, will bring increased recognition to the MIM program while providing a high level of clinical rigour.

The SNAP National Expansion Campaign has gained tremendous momentum over the past year with \$4M of our \$12M goal raised to date. The impact of our venture philanthropy partners—individuals, foundations, corporations and governments—will bring SNAP to an additional 20,000 Canadian children over the next few years. We know that the outcomes of this program are impressive: every \$1 invested in SNAP results in savings of up to \$32 in costs to society and more importantly, the children who benefit become contributing members of their communities.

Our Integra Young Warriors (YW) and Integra Mindfulness Martial Arts (MMA) programs gained considerable traction over the past year. The Trillium Lakelands District School Board approved funding for the expansion of Integra YW into five elementary schools, in addition to

supporting the continued implementation of the program in Haliburton high schools. The schools are working with regional children's mental health agencies to deliver the program. We are also partnering with the Hospital for Sick Children on a Medical Psychiatry Alliance project to deliver the Integra MMA program for youth with chronic medical conditions, such as diabetes.

At CDI we continue to be aware of the impact all of our programs have on the children and families we work with on a daily basis, many of whom are, when they come to us, at risk for problems within the health, education, child welfare and justice systems. We provide them with the skills needed to discover their own strengths and skills while delivering proven outcomes.

Thank you for your support and your belief in our children and families. Together we are making a difference in their lives.

**Tony Diniz**  
CEO

# ABOUT CDI

## Mission Statement

Child Development Institute's mission is to promote and support the healthy development of children and to strengthen the families and communities in which they live.

## Vision Statement

Child Development Institute will continue to be recognized for innovation and excellence in child development services and research by collaborating and partnering with others who share our values.



## Values

- Service excellence
- Research and evaluation
- Innovation
- Collaboration
- Continuous learning and sharing knowledge
- Responsiveness
- A family-centred approach
- Diversity
- Social justice
- Accountability

## Child Development Institute offers a range of programs and services to meet the needs of children, youth and families, including:

- Five licensed, not-for-profit early learning (child care) centres in the City of Toronto
- Parkdale-High Park Ontario Early Years Child and Family Centre (OEYCFC)
- Parent/guardian, family and group counselling
- Parent/guardian support and education
- A summer day camp for children (ages 6 – 11) with behavioural issues
- Programs for children and mothers who have experienced trauma or abuse
- Specialized classrooms and other school-based services
- Programs for girls and boys (ages 6 – 11) with conduct disorders and disruptive behaviour
- Consultation and support for child care centres working with children with special needs
- Counselling, therapy and a residential therapeutic program for children and youth with learning disabilities and mental health issues

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Mary Dale



**“It was a long journey to find Child Development Institute. And thank goodness we found them when we did.”**

– Lorena, parent

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**“The tools I’ve learned at Child Development Institute have helped me build a better life—for myself and for my family.”**

– Suzanna, former client

**\$100 – \$499**

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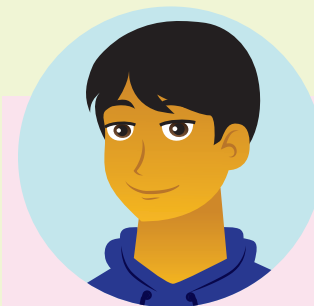
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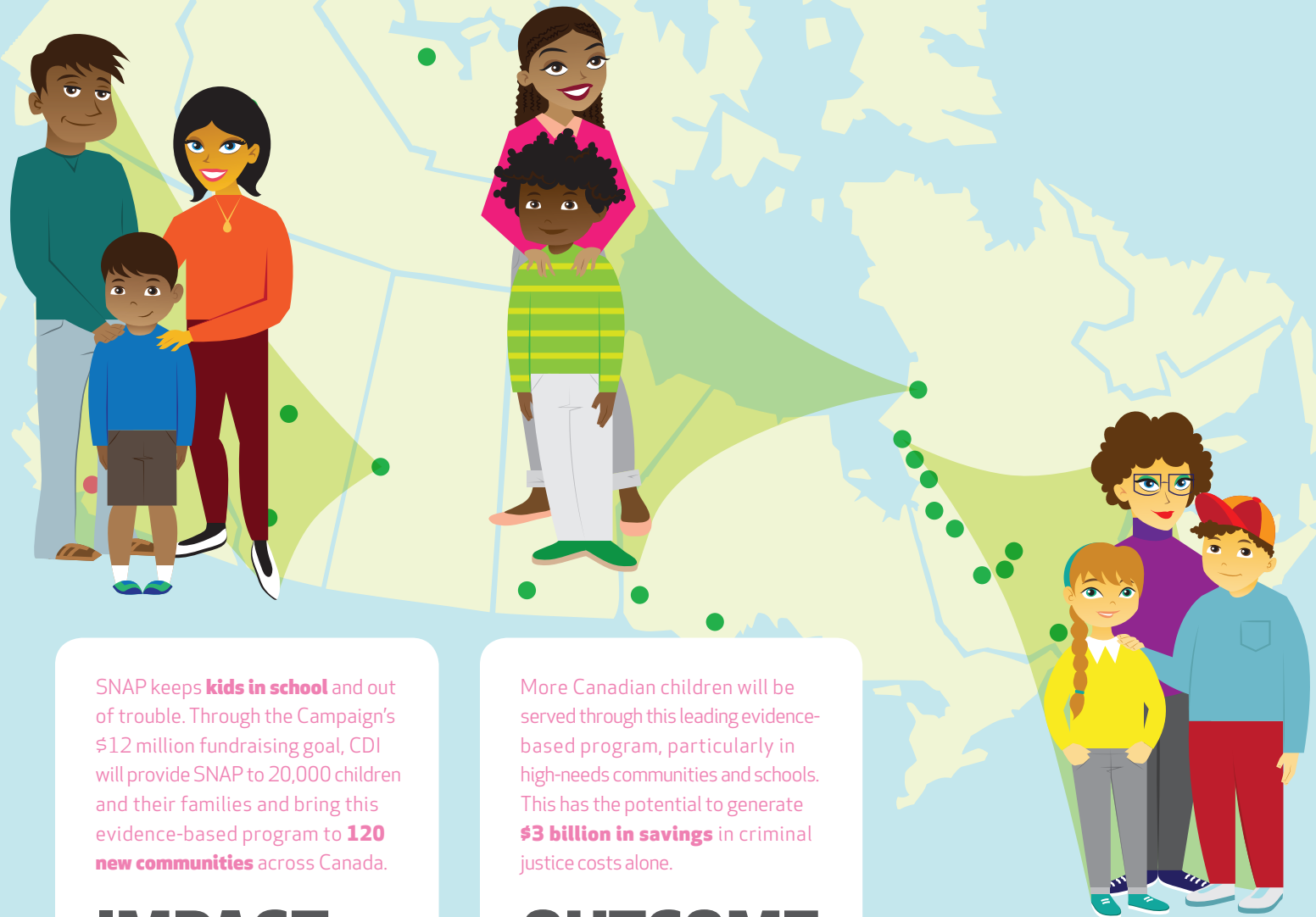
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**“CDI helped me find who I truly was. It was a place to learn and grow, and where I built my confidence in school, work—in everything.”**

– Michael, former client

# Celebrating major SNAP<sup>®</sup> milestones



SNAP keeps **kids in school** and out of trouble. Through the Campaign's \$12 million fundraising goal, CDI will provide SNAP to 20,000 children and their families and bring this evidence-based program to **120 new communities** across Canada.

## IMPACT

More Canadian children will be served through this leading evidence-based program, particularly in high-needs communities and schools. This has the potential to generate **\$3 billion in savings** in criminal justice costs alone.

## OUTCOME



POWERED BY THE MINDS AT CHILD DEVELOPMENT INSTITUTE

Thirty years ago, CDI developed Stop Now And Plan (SNAP), an award-winning program that teaches children with behavioural issues, and their parents, how to make better choices “in the moment.”

Based on a 13-week child and parent group curriculum and additional SNAP components such as individual child, family and school support and community connections, SNAP is proven to be an effective means of teaching children emotion regulation and self-control that can positively change their future.

In 2015, the SNAP National Expansion Campaign made serious headway. Over the last year, the generosity of donors and private sector partners helped 10 additional communities adopt SNAP, with 35 sites in the planning phase.

With more than 30 per cent of the \$12 million campaign goal raised to-date, CDI is well on-track to bring SNAP to 20,000 children and their families in 120 new communities across Canada.

### 2015 at a glance:

- SNAP was taught to 800 children and their families in several high-risk communities across the country.
- The Ontario Ministry of Children and Youth Services endorsed SNAP as a key component of their enhanced Youth Action Plan's Middle Years Strategy to help young people make better choices and successfully transition into their teen years.
- The campaign benefited from 27 major philanthropic investments. This included a significant grant from the Ontario Trillium Foundation, which will enable the team to build capacity and deliver SNAP in several vulnerable Ontario communities.
- SNAP was the proud recipient of the Ruth Atkinson Hindmarsh Award for excellence in children and youth services.



SECTOR PARTNERS



# Youth Engagement Program honours youth voices and lived experiences



**Child Development**  
@OfficialCDI

Thanks for taking the time to #tellyourstory. Together, we can put a stop to #cyberbullying @thinkdontshoot @PREVNet @OntYouth @OPP\_News



**Engaging youth** is critical to reducing the stigma of mental illness. Through the Youth Engagement Committee, we are **creating opportunities for dialogue** across generations and platforms, which is essential to removing barriers for those needing access to services or seeking important information about their health.

**IMPACT**

Respect for client and youth voices will **improve** our services and make them even more client-centered.

**OUTCOME**

On a crisp evening in late October 2015, high school students, parents, educators and members of the children’s mental health sector came together for a CDI “first”— the premiere of a documentary short on cyberbullying, sexting and healthy online relationships, followed by a panel discussion with youth and industry experts.

**P**roduced in partnership with the Ministry of Children and Youth Services and Chalkboard Media, Not So Social Media features interviews with youth who have experienced online bullying or sexting and have chosen to share their stories in the hopes of improving the way youth interact with each other online. These youth played an instrumental role in shaping the content of the documentary and developing the launch event so that it reflected their experiences and those of their generation.

“Many youth struggle to fit in and seek acceptance, sometimes in all the wrong ways,” says Abdi Mohamud, Coordinator of CDI’s Youth Leadership Services Program. “Research indicates that a significant portion of youth who spend more than two hours a day online tend to have poor mental health and suicidal thoughts. That is why initiatives like this are so vital,” he says.

Along with the documentary screening, the event featured an exhibition of art pieces created by CDI Youth. “We transformed one of the main conduits of modern-day bullying—technology—into an installation that shines the light on the damage caused by the cruelty and intolerance we have experienced online,” says Tyler Pollock, head of art programming with the SNAP Youth Leadership Services Group.

A lively panel discussion followed the screening, which highlighted the negative impacts of cyberbullying and provided tips on how parents and educators can support youth who are being victimized online. Panel participants included several youth featured in the film, in addition to representatives from PREVNet, Canada’s leading authority on resources and research related to bullying; the Ontario Provincial Police and Think Don’t Shoot, a national non-profit organization that provides award-winning programming and motivational presentations for at-risk youth.

This project is part of CDI’s larger mission to honour the voices and lived experiences of youth through a new Youth Engagement Program. A group of CDI staff and youth have come together as part of the newly-formed Youth Engagement Steering Committee to review how the agency can better engage young people in sharing their voices and opinions about service-related issues.

- CDI’s Youth Engagement Program strives to:
- Honour the voices and lived experiences of youth by developing an organizational framework and forum for youth to be heard and respected.
  - Actively promote an organizational culture of youth engagement.
  - Help CDI youth build skills to transition successfully into adulthood.

The Steering Committee has already made positive gains in shaping the way CDI approaches policy and program development, and the group will continue its positive impact in the coming year. Plans are in place to roll-out youth-focused activities largely shaped by the wisdom and expertise of the youth members on the Committee.

To watch the *Not So Social Media* documentary, access our digital annual report at [childdevelop.ca](http://childdevelop.ca).



# Annex Early Learning Centre partners with local women's shelter



Child Development Institute operates **five Early Learning Centres** across the City of Toronto, all of which offer a **variety of programs and services** for parents, caregivers and children under the age of 12.

## IMPACT

Through a play-based learning approach, CDI's Early Learning Centres help children build a **strong foundation** of intellectual, social and emotional skills they will rely on throughout their lives.

## OUTCOME

Set along a tree-lined residential street in the heart of Toronto's Annex, a four-storey Victorian house serves as a **daytime refuge for several children** living in a nearby shelter which houses families **fleeing abusive situations**.

**CDI's** Annex Early Learning Centre (ELC) is one of Child Development Institute's five Toronto child care centres providing an inclusive early learning experience to more than 60 children between the ages of one month and 12 years.

In addition to providing daily child care to families living in the neighbourhood, the ELC works closely with a local women's shelter to ensure families who have been displaced have access to child care in a safe, supportive, play-based environment.

"Stability and consistency are key for our families living in shelter," says Michelle Strople, Director of the Annex Early Learning Centre. "These families are going through a challenging time, and our team helps ease the transition by providing a routine for the children. They receive regular meals, see familiar faces and build bonds with people they can trust—all of which go a long way towards helping a family adjust to their new circumstances."

Each of CDI's Early Learning Centres strive to build links with their local community in order to connect families and children to neighbourhood resources that will develop and expand their social network.

**"We become very attached to the families at the Centre, and they feel that close bond as well. In many cases, families end up moving to the opposite end of town after they leave the shelter, yet they will travel great distances every day to continue to send their children to our Centre because it's where their children feel safe and supported."**

– Michelle Strople, Director of the Annex Early Learning Centre

"We have really relied on Child Development Institute," says Cecilia\*, manager of the nearby shelter. "I see the children in shelter who attend the Annex Early Learning Centre start to come out of their shells. They get a chance to learn, explore and interact with others in a safe and secure environment, which has a significant impact on their coping abilities during this challenging time," she says.

CDI's inclusive program promotes child development by encouraging children to become actively involved in their environment. Individual and group activities are designed to foster development in language, literacy and social/emotional competency in addition to enhancing the child's cognitive and motor skills.

*\*Some names have been changed in this story to protect identities.*



# Federal funding boost for Family Violence Services



The Safe and Understood project, led by CDI, will reach over **300 families in Ontario, Quebec and New Brunswick.**

## IMPACT

More children at high risk in family violence situations will be reached, and their **social, emotional and developmental health** will be improved. In addition, the depth of clinical research will increase, and this is expected to **deepen our understanding** and improve further outcomes.

## OUTCOME

In July 2015, CDI hosted The Honourable Rona Ambrose, former federal health minister and current Leader of the Official Opposition in the House of Commons, for a special funding announcement in support of family violence programming.

Through funding from the Public Health Agency of Canada, five new community-based projects across the country are receiving a total investment of more than \$7.3 million over five years. The CDI-led project, *Safe and Understood*, is receiving a federal investment of \$1,569,225 over five years.

The project is delivering and testing two programs that promote the social, emotional and developmental health of young children:

1. **Mothers in Mind**, our group-based, trauma-informed, mother-child program that helps improve the health of young children who have been exposed to intimate partner violence.
2. **Caring Dads**, which engages fathers in group settings to develop positive parenting skills in an effort to break cycles of violence and support children’s healing and development.

### Our partners in this project include:

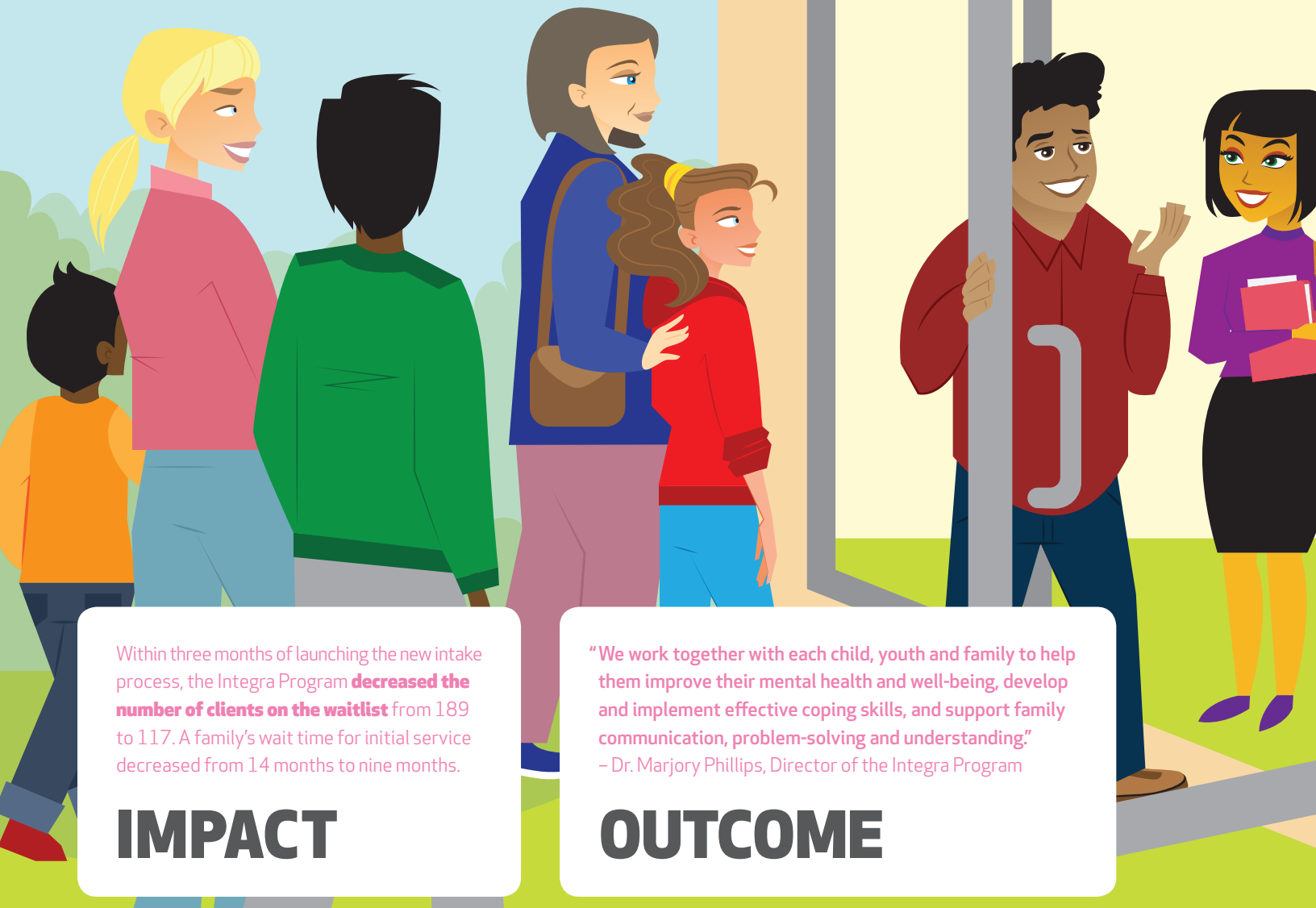
- Atkinson Centre
- Centre de ressources et de crises familiales Beauséjour
- Centre for Research on Children and Families
- Changing Ways
- Children’s Aid Society of Toronto
- CRI-VIFF
- L’Accord Mauricie
- Maison pour femmes immigrantes
- Native Child and Family Services Toronto
- Université de Moncton
- Université Laval
- University of Toronto

➤ Infants and toddlers are disproportionately at risk. Specifically, one quarter of children investigated for direct exposure to domestic violence are between 1 – 3 years of age.

**“Studies of childhood adversity have concluded that a strong relationship between a child and their primary caregiver—usually their mother—can mitigate the negative impacts of the trauma they experienced.”**  
 – Dr. Angelique Jenney, Director of Family Violence Services, Child Development Institute



# Launching an innovative new approach to meeting client needs



Within three months of launching the new intake process, the Integra Program **decreased the number of clients on the waitlist** from 189 to 117. A family's wait time for initial service decreased from 14 months to nine months.

## IMPACT

**"We work together with each child, youth and family to help them improve their mental health and well-being, develop and implement effective coping skills, and support family communication, problem-solving and understanding."**  
– Dr. Marjory Phillips, Director of the Integra Program

## OUTCOME

Learning disabilities are the most common form of disability experienced by Canadian children; children and youth with learning disabilities are two to three times more likely to experience significant mental health issues, such as **anxiety and depression**.

Child Development Institute is the only accredited children's mental health centre in Canada specializing in the treatment of children, youth and their families who are dealing with **mental health issues complicated by learning disabilities (LDMH)**. Through our Integra Program, we deliver innovative, evidence-informed, therapeutic programs and services to help meet the needs of this vulnerable group.

**Learning happens everywhere:** at home, with friends, in extracurricular activities, etc., and as a result, LDMH can affect youth and their families in many aspects of their lives.

Demand for the specialized programs and services delivered by CDI's Integra Program is great, and earlier this year, the waitlist for intake into the program grew to an all-time high of **189 families**.

The Integra team quickly pulled together to develop an **innovative solution** to intake that not only simplified the process for both staff and clients but also significantly **reduced wait times**:

- They launched a new Assessment and Consultation Clinic in September 2015 at which Integra clinicians now meet with families twice as part of the intake process.
    - > At the first appointment, the clinician meets with the family to determine needs, strengths and presenting problems for treatment.
    - > Unique to the Integra Program, each family's second appointment begins with the addition of a staff psychologist, who joins the parents and clinician to translate the psychology assessment report information into everyday language.
  - The clinician and parents then meet to develop a treatment plan that includes referrals to one or more of Integra's clinical services.
- This new system has resulted in a dramatic decrease to Integra's waitlist and a reduction in wait times for initial service, meaning **more families are receiving the help they need when they need it**.

# int-gra

POWERED BY CHILD DEVELOPMENT INSTITUTE

The Integra Program provides the following family-centred, evidence-informed, direct clinical services to children and youth ages 8 to 18:

- > Psychological consultation to understand the child's learning profile
- > Individual, parenting and family therapy or counselling
- > Triple P Positive Parenting Group Program
- > Integra Mindfulness Martial Arts (MMA) (ages 12 to 18 years)
- > Integra Young Warriors (ages 9 to 11 years)
- > Integra Social Competence Group Program
- > Towhee Summer Program



# Helping children and families discover their abilities and overcome challenges

Children and youth, through no fault of their own, face complex barriers that may affect their mental health. Trauma, family violence, behavioural disorders and learning disabilities complicated by mental health issues (LDMH) are some of the many challenges children and youth are currently experiencing. While these challenges may not be visible to the outside eye, they can have a profound impact on a child's life, affecting their relationships at home, at school and within their community.

At Child Development Institute, we deliver programs and services to over 3,000 children, youth and their families each year, helping to treat the invisible disabilities children and youth are experiencing.

**This is Sofia.** She is living in a shelter with her mom and three siblings and attends CDI's Taste of Home program each week.

**This is Amir.** He attends the Windermere Early Learning Centre each day while his mom completes her high school diploma.

**This is Cecil.** His brother was arrested last month. Cecil is halfway through the 13-week SNAP® Boys program and is learning to make better choices "in the moment."

**This is Caleb.** He spent the afternoon in the principal's office after getting into a fight at school. He's registered to attend our Towhee Summer Program and is really excited about it.

**This is Rayna.** She successfully completed SNAP® Girls and now volunteers as a peer mentor with the program.

**This is Michel.** He is new to Canada and was recently diagnosed with PTSD from trauma he experienced at home. He is receiving support from the Intensive Community and Home Services program.

**This is Maria.** She has a learning disability and experiences bullying at school. She's learning to cope with the help of the Integra Young Warriors program.

**This is Caley.** She gets anxious about separating from her mom and has a hard time going to school. She is on the waitlist to attend the Cool Kids Anxiety Program.

## We deliver critical mental health programs to children, youth and families.

Our programs deliver proven results that make a difference for children and youth who might otherwise fall through the cracks in our health, education, child welfare and justice systems.

We receive referrals primarily from schools, parents and community agencies, including shelters and child protection agencies.

The majority of our programs and services are available to children and families free of charge thanks to support from three levels of government, United Way Toronto & York Region, foundations, corporations and individual donors.

[childdevelop.ca](http://childdevelop.ca)



# SNAP® Youth Justice takes first steps to establish relationship with North Bay Indigenous communities



As part of this important relationship, the SNAP Youth Justice team aims to **enhance the cultural safety** of its programming while supporting the training and development of individuals in the community.

## IMPACT

In just two days, this first meeting served to build the foundation of a relationship built on mutual trust and respect. The SNAP Youth Justice team gained **valuable insight** into the issues affecting this diverse Indigenous community and learned how to better tailor its program to meet their unique needs.

## OUTCOME

On March 4, 2016, Indigenous Elders, community members, police representatives, youth and parents gathered in North Bay to welcome members of the SNAP Youth Justice (SNAP YJ) team and local youth mentors from the Niigan Mosewak community.

This first meeting, complete with a feast, singing, drumming and dancing was highlighted by local youth talent and traditional Indigenous customs. After this incredibly warm welcome, the SNAP YJ team is convinced: there is no better way to begin a relationship than by sharing a good meal and a song.

Building upon a solid foundation of youth engagement and community consultations in developing the SNAP YJ program, the SNAP YJ team met with Indigenous communities to take the first steps in establishing a relationship focused on improving the lives of at-risk youth within their unique Indigenous context. SNAP YJ is currently working closely with the Niigan youth mentor community, Elders, Indigenous consultants, North Bay Urban Aboriginal Strategy partners and the North Bay Police Service to share knowledge and learnings from diverse stakeholders.

“Community engagement and relationships are important to organizations that work together to build vibrant and healthy communities,” says Scott Todd, Deputy Chief of the North Bay Police Service. “We work with our community partners to support community well-being and address our concerns together. We support the Niigan Mosewak community program with the expected outcome of a positive police and youth relationship built on trust and respect. This positive relationship should result in a healthier and safer community.”

SNAP YJ, developed in 2012 as a pilot project, is an innovative adaptation of the groundbreaking, evidence-based SNAP (Stop Now And Plan) model. The program focuses on working with youth in the criminal justice system to enhance their emotion regulation, self-control and problem-solving skills. SNAP YJ aims to reduce the risk of further contact with the law and/or gang membership among males ages 12 – 17 who are involved in the youth justice system, either in custody, on probation and/or in the community.

< McKenzie Ottereyes-Eagle of Waswanipi First Nation, along with Angel Armstrong, 'Flying Eagle Star Child' and Desiree Sands of Nipissing First Nation welcomed the SNAP Youth Justice team with dancing. This illustration is based on photos taken during their visit.

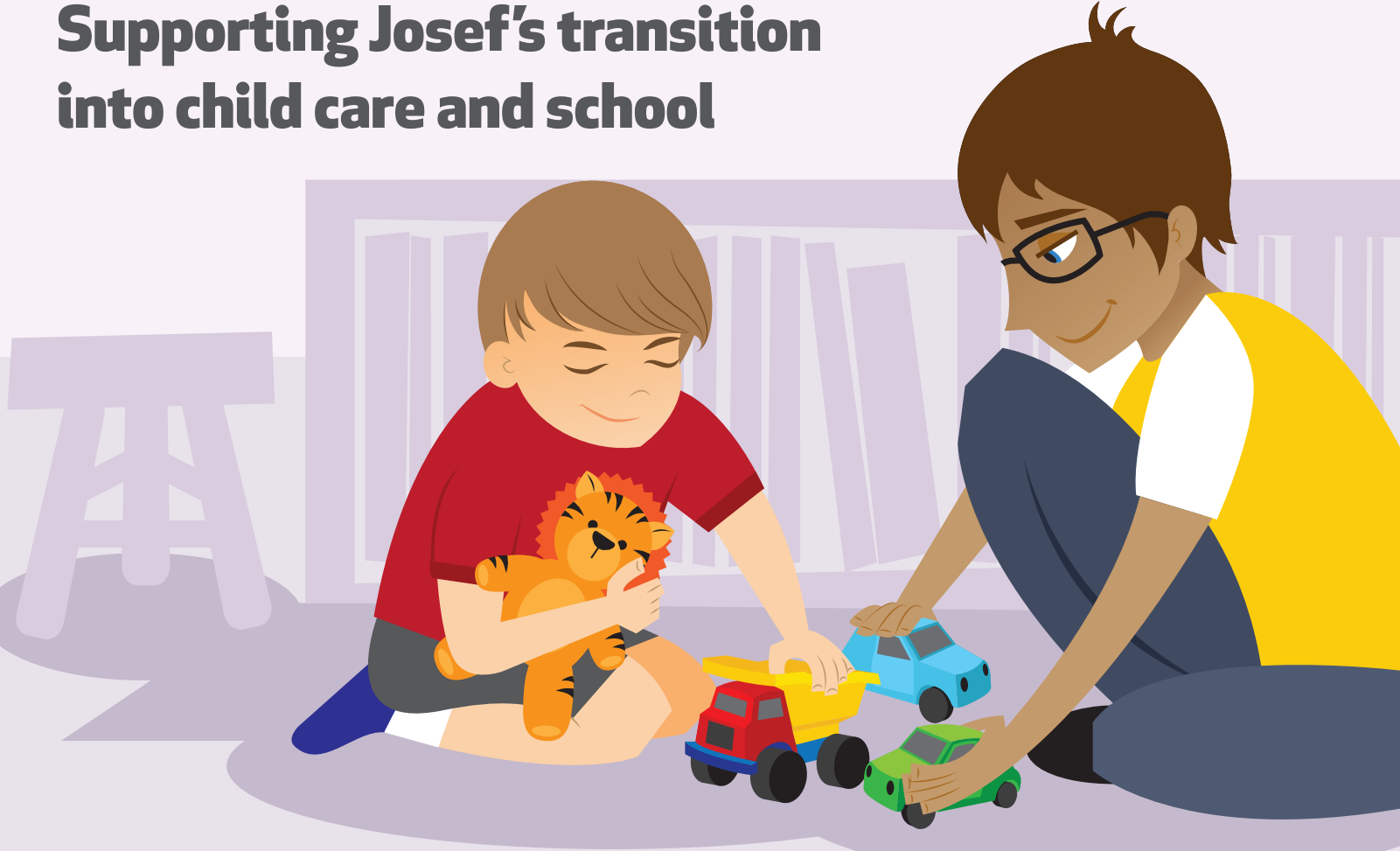
With support from Justice Canada and Ontario's Ministry of Children and Youth Services – Youth Justice Services Division, the SNAP YJ team continues to work collaboratively with multiple communities to ensure its approach meets the needs of the various youth populations it serves.

“By listening and participating respectfully in discussions around issues affecting Indigenous youth, we will learn a great deal about how to effectively work with the communities we are invited into,” says Dr. Leena Augimeri, CDI's Director of SNAP Scientific and Program Development.

This new partnership with North Bay's Indigenous communities is the start of collaborative work to enhance the cultural safety and relevance of programming content for youth who identify as Indigenous. Additional funding support from federal and provincial governments is providing opportunities and resources to help ensure SNAP YJ services reflect Indigenous ways of knowing and address real-life scenarios from remote communities, while still incorporating SNAP skills.



# Supporting Josef's transition into child care and school



CDI offers school-based prevention programs to **help children** struggling with social-emotional and behavioural issues. These programs are complemented by CDI's Child Care Consultations Services, which provide assistance to staff at licensed child care centres caring for children who can benefit from **additional support** to meet their unique needs.

**IMPACT**

Children who receive the support they need early in life are **better able to cope, regulate their emotions and build stronger and more positive relationships** with their peers.

**OUTCOME**

There are currently over one million children and youth in Canada impacted by mental health challenges. An estimated 14 per cent of these children experience significant symptoms and impaired functioning, which can affect their interactions at home, at school and in their community.

**A**dapting to child care and school structures, routines and social settings can be challenging for most children, but this transition can be especially difficult for children experiencing mental health challenges.

For Josef\*, support from CDI's Child Care Consultation team began early, when he first entered his neighbourhood child care centre at age 3 and showed signs of aggression and poor impulse control.

"Our team works closely with parents, caregivers and child care centre staff to ensure the specific needs of identified children are met," says Cynthia Alutis, Early Intervention Manager at CDI. "We work closely with this core group to develop and implement an individualized consultation plan focusing on the child's strengths and needs in order to support optimal development."

CDI's Child Care Consultation Services provide assistance to staff caring for children under the age of 12 who have extra support needs and are attending a licensed child care program. Consultants visit their designated centres on a regular basis to identify and review goals and strategies, monitor progress and coordinate additional support and services, when needed, while maintaining regular contact with parents. Child Care Consultation Services contribute positively to the enhancement of skills and the capacity of child care professionals to support children with special needs.

Through CDI's integrated programming, children can continue to receive support as they transition into the school system and throughout their school years.

For Josef, difficulties controlling his temper at school led his kindergarten teacher to seek support via CDI's school-based programs.

"I noticed that Josef would become aggressive and throw things or push them out of his way when he felt frustrated," says Tamara\*, Josef's Junior Kindergarten teacher. "I thought he would be a good candidate for CDI's Start Right Social Skills group, where he would be supported to develop better control of his impulses at school."

Start Right Social Skills is an early intervention program for children in kindergarten who are having difficulty adjusting to the everyday demands of their regular classroom. The program, offered in partnership

with the Toronto District School Board, provides structured opportunities for healthy social, emotional and behavioural learning. Children in the Start Right Social Skills program develop the confidence and skills to deal more effectively with challenges in the classroom, playground and at home.

"We see children like Josef make excellent gains in the Start Right Social Skills program and develop some new friendships along the way," says Linda Martella, Manager of Early Intervention Services with CDI. "We help children learn to talk through their frustrations so they are less inclined to lash out physically, which helps them build better relationships with their peers."

Thanks to the holistic approach provided by CDI's two teams: Child Care Consultation Services and Start Right Social Skills, Josef has benefited from a positive, consistent and individualized support plan implemented in both school and child care.

*\*Josef and Tamara are fictional characters inspired by the lived experiences of children in CDI's early intervention programs.*



# Strengthening the bond between a mother and son



Mothers in Mind is available at CDI locations in Toronto, and through **over 20** licensed affiliate sites throughout Ontario.

## IMPACT

Families in our Mothers in Mind program learn to find ways to **connect** with each other and develop **strategies for coping and feeling safe**.

## OUTCOME



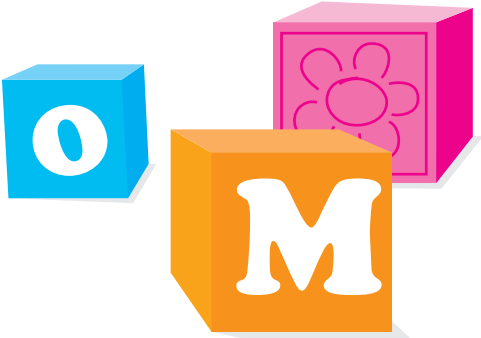
Hi, my name is Sofia.\* I have experienced both physical and sexual abuse throughout my life.

As a result of my history of abuse, I struggled with building a positive relationship with my son, especially when he was very young. I was referred to CDI's Mothers in Mind (MIM) program to help me learn parenting skills and build a stronger relationship with my child.

I remember the first time I was asked in the MIM group to sit and play with my son; it was something I had never really done before. It took some time to feel comfortable playing, but I began really enjoying our play time together. Since we finished the group, we have become very close and I feel a lot better about being a mom. I'm back in school and working towards a better life for us. I'm hopeful about our future.

*\*Sofia's name has been changed to protect her identity.*

**"When I am having one of those days, I think back to my time in Mothers in Mind and I remember that I am not alone. There are other mothers who had hurtful experiences who are doing their best to make things different for their children. I remind myself that it took courage to come to this group and I quietly remind myself, 'I am a good mom.'"** - Sofia



- > Child Development Institute developed Mothers in Mind as a mother and child program specifically designed to meet the parenting needs of mothers who have experienced family violence, childhood abuse, neglect or sexual assault, and have children under the age of four.
- > The program focuses on the needs of mothers who find that these hurtful experiences are making parenting difficult. The free 10-week program helps mothers learn ways to manage stress and other challenging feelings, develop self-care and self-compassion strategies and respond to their children in a sensitive, supportive and effective manner.





# Lowe's Canada champions employee-led fundraising and volunteer initiatives



As visitors walk up the street to CDI's St. Clair Gardens location, they are greeted by the sounds of children playing in the basketball court in the front yard, no matter the weather. For the children participating in SNAP programming, time spent outdoors is an important part of their treatment plan—it gives them a much-needed opportunity to practice their social skills and have fun with their peers.

The heavy foot traffic began to take its toll on the St. Clair Gardens grounds, and the area was in need of revitalization when the team at Lowe's Canada stepped up last spring to help out. A team of volunteer staff from the company's Castlefield Avenue location dedicated their personal time to returning the space to its former glory, to the delight of CDI staff and youth.

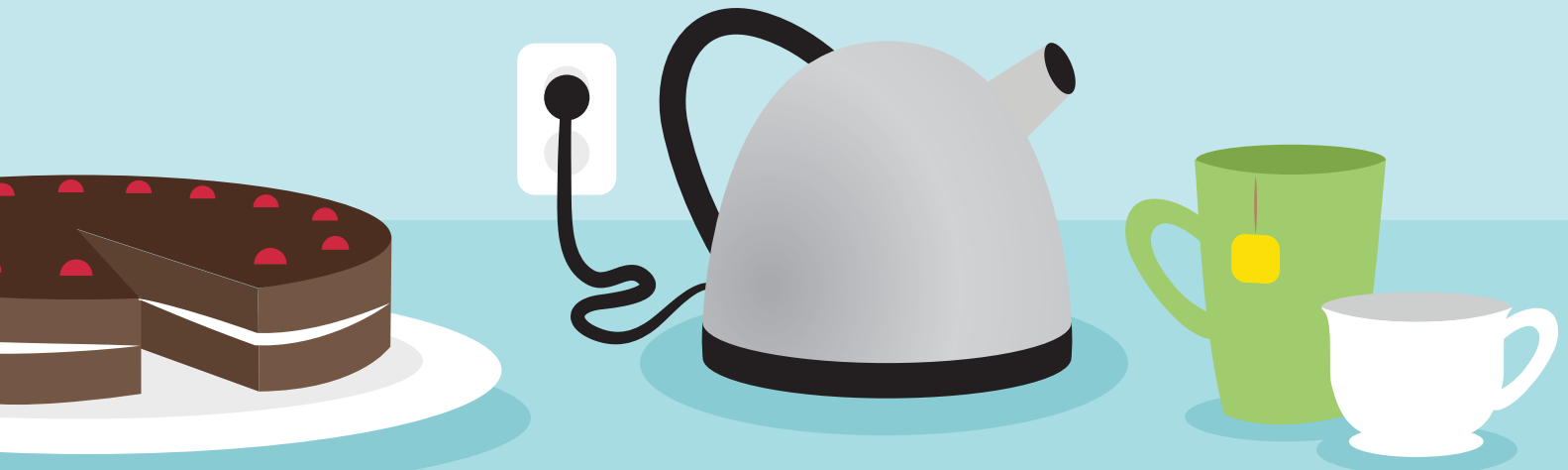
"This kind of philanthropic initiative is what makes Lowe's a community store," says Brenda Moxey, Human Resources Manager at Lowe's #2640 (1300 Castlefield Avenue, Toronto). "Our staff really believe in the work of Child Development Institute, and we're happy to help."

The Lowe's team returned again in August 2015 to renovate the living room and kitchen space at St. Clair Gardens with a fresh coat of paint and a new floor, couch, refrigerator and dishwasher. A weekend of work transformed the SNAP Youth Leadership lounge into a warm, inviting space for team meetings, group counselling sessions and cooking nights for the SNAP Youth Leadership Group for years to come.

In addition to dedicating their personal time to volunteering at St. Clair Gardens, the Lowe's Team has also fundraised for CDI through 50/50 draws, donations from customers, a silent auction and the Lowe's Corporate Office matching program.

"We are so grateful to Lowe's for all that they do to support Child Development Institute," says Shauna Klein, CDI's Director of Fund Development, Marketing and Communications. "We make it a priority to direct funding to our programming for children and families, which means that projects like space revitalization can take some time to complete. This is where private funders like Lowe's have made such a difference," she says.

Since opening its first store in 2007, Lowe's Canada has invested over \$2.5 million in local communities, with a focus on community improvement projects, creating safe and affordable housing and building awareness and interest among youth about skilled trades careers in Canada.



# Supporting both first-time and seasoned parents



Programs offered at Ontario Early Years Child and Family Centre (OEYCFC) create a **bonding experience for families** while promoting a child's social development.

**IMPACT**

Children who learn to interact with others early in their development **build vital social competency skills** that will positively impact their interactions at school, at home and within the community.

**OUTCOME**

On a sunny Friday afternoon—one of the first days of spring—Child Development Institute's team of family support workers, Marcia and Carole, are preparing to facilitate the week's second **Connecting with Baby drop-in session** offered at the Parkdale-High Park Ontario Early Years Child and Family Centre (OEYCFC). Over the next two hours they will interact with up to 60 participants.

Through the Parkdale-High Park OEYCFC, Child Development Institute, in partnership with West Neighbourhood House, offers a variety of free programs and services for parents, caregivers and children under the age of seven. This location, one of 24 provincially-funded OEYCFCs located across Toronto, serves as a community hub for local families—it is an essential destination for families seeking parenting support and a close connection with other parents and children in the neighbourhood.

"Piper and I attend the Connecting with Babies program each week because it gives us a chance to meet other parents and babies at the same stage of development as Piper," says Sam, parent. "Plus, the Centre is right in our neighbourhood, so it's a great opportunity to connect with families in our community."

The Parkdale-High Park OEYCFC is located in the Dundas West and Keele neighbourhood. Programs run Monday through Friday each week, and two Saturdays per month.

"Through our Connecting with Baby sessions, we invite parents and caregivers with babies to participate in interactive rhymes and songs and play activities that promote bonding with their babies," says Marcia Lee, the program facilitator.

Connecting with Baby is just one of the many programs and services delivered at the Centre. Others include:

- Early learning and literacy programs
- Access to a Toronto Public Health nurse during drop in programs
- Public Health-led parenting education programs such as Nobody's Perfect and Make the Connection Infant and Toddler program
- La Leche League and Parent Child Mother Goose programs
- Referrals to community resources to meet families' specific needs

"A range of guest speakers attend the program to provide information on various subjects such as postpartum depression, child nutrition and early literacy. It's a great opportunity for families to gain parenting information and build relationships with other nearby families," says Coralie Braithwaite, Director of the Centre.



# Reducing stigma through experiential learning



The Integra workshop series delivers **customized, innovative and engaging education** sessions to help participants understand and empathize with the experiences of children and youth with learning disabilities and mental health issues.

Over 2,800 participants took part in Integra Program workshops delivered in 2015/16.

## IMPACT

When parents, caregivers and educators **improve their understanding of mental health issues and learning disabilities**, they increase empathy and are better able to **advocate** for their children.

## OUTCOME

At CDI's Integra Program, child and family clinicians provide specialized services to support youth experiencing mental health challenges related to learning disabilities (LDMH). Individuals experiencing LDMH face invisible barriers to learning and living at an optimal level that can contribute to feelings of anxiety and social isolation.

“Children and youth living with LDMH are bright and have many strengths, but may feel ‘dumb’ or be labeled as ‘lazy’ even when they’re trying hard, since certain tasks are harder due to their specific neurobiology,” says Kate Cressman, Community Education and Engagement Facilitator with the Integra Program.

For parents and caregivers, trying to understand the challenges their child is facing and learning how to advocate on their child’s behalf in the school system can be difficult.

“We find that parents, caregivers and educators who are able to increase their understanding of LDMH through experiential learning are more empathic to the challenges children are facing, and they are better able to understand where their challenges are coming from and make accommodations for the child accordingly,” Kate says.

Each month, CDI’s Integra Program delivers experiential workshops in the community to parents, caregivers, educators and mental health professionals looking to enhance their knowledge and empathetic understanding of the processing challenges faced by children and youth with LDMH. These workshops, known as the Integra Community Education and Engagement program, provide participants with a simulated lived experience of what it may feel like to have processing

challenges and how they may impact on or contribute to mental health challenges, such as peer relations difficulties, depression, anxiety and behaviour problems. This knowledge can help enhance emotional connection in caregiver-child relationships and improve the child’s experiences at home, school and in their community.

“Once a caregiver or educator is able to understand how difficult particular skills can be for a child with LDMH, they can approach parenting or teaching with more patience and resiliency,” says Dr. Marjory Phillips. “For example, by helping a parent understand that their child’s challenges with working memory can affect their ability to follow directions, the parent may become more empathic and more likely to intervene on their child’s behalf, which improves the outcomes for the whole family.”

**“Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing it’s stupid.”**  
- Albert Einstein



# Financials

REVENUE	OPERATING	SPECIAL	CAPITAL	2016 TOTAL	2015 TOTAL
Government grants	\$10,234,919	\$	\$	\$ 10,234,919	\$ 9,554,093
Child care	5,236,213			5,236,213	4,383,818
Earned Income	896,863			896,863	521,409
Donations from CDI Foundation	865,859			865,859	747,936
United Way	394,837			394,837	389,137
Donations and other	222,301	7,379	6,180	235,860	633,116
	<b>17,850,992</b>	<b>7,379</b>	<b>6,180</b>	<b>17,864,551</b>	<b>16,229,509</b>
EXPENSES					
Salaries	12,009,733			12,009,733	10,981,034
Program	1,767,748			1,767,748	1,466,793
Employee benefits	1,737,040			1,737,040	1,582,608
Building occupancy	1,236,807			1,236,807	1,387,924
Administration	661,222			661,222	721,911
Staff training & travel	219,431			219,431	189,253
Amortization	19,415		12,180	31,595	19,059
	<b>17,651,396</b>		<b>12,180</b>	<b>17,663,576</b>	<b>16,348,582</b>
Excess (deficiency) of revenue over expenses from operations	\$ 199,596	\$ 7,379	\$ (6,000)	\$ 200,975	\$ (119,073)

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