

2017

annual report



Letter from the **Board Chairperson** and the **Executive Director**

Dear Friends,

This past year has been one of visioning and building capacity. Through a strategic planning process, Chisholm, along with many key stakeholders, has refined its mission, vision and values. This strategic plan, along with recommendations provided through a program review, enables our service to continue to evolve while incorporating strategic and operational opportunities to better meet the needs of children in our province.

The focus of Chisholm over the past year continued to be one of strengthening our service and being leaders in the community. We looked at better ways to invest in the children's therapeutic experience in our residential program, enhanced the curriculum and facilitation process of our Volunteer Adoption Program, and reached further into the community for subsidy for the children in our LINKS Children's Literacy Program. In this process we have listened very closely to the voices of our team members and community partners to ensure we are responding to the needs of the children in our care.

We invite you to review Chisholm's Annual Report to learn more about the important work that has been carried out over the past year, strengthening our commitment to better outcomes for the children in our care. Highlights of this work includes developing our 3-Year Strategic Plan for 2016-2019, installing a play structure for the children, engaging volunteers from the community to assist with painting in our residential programs, enhancing the residential environment with new beds and living room furniture for the children, focused and enhanced care team training, incorporating evidence based programs within our residential services such as the Zones of Regulation and the Adaptive Behavioural Assessment System and collaborating with a consulting Clinical Psychologist to support treatment plans.

We would also like to take the opportunity to recognize the support and dedication of the team at Chisholm Services for Children. Our team includes our employees, the Board of Directors, volunteers, as well as the community collaborators, all of whom strengthen our service. Without their passion and commitment, we would not be able to provide the important care that is provided by Chisholm. We would also like to acknowledge this year's recipient of our Community Heart Award, Verity Turpin. Verity is a community leader who volunteered her time to assist in shaping Chisholm's Strategic Plan with her facilitation and mentorship over the past year – a very significant contribution to Chisholm that helps shape today, and many years to come.

In closing, we would like to once again thank our team members and community partners in supporting Chisholm as we endeavor to provide the care children from our community deserve.

Gratefully,



Amanda Hatt
Board Chair



Wade Johnston, MSW, RSW
Executive Director

Friends of Chisholm's Children

INDIVIDUALS: Charlie A'Court, Amanda Adams, Susan Adams, Jeff Alexander, David J. Almon, Bruce Armstrong, Tammy Baker Lazzaro, Jill Balcombe, Sheila Banser, Joanne Bath, Ray Bear, Ellie Black, Calvin Blades, Gisele Bourque, Corey Bowes, Tim Brennan, Kevin Brown, Claire Brownell, Brad Burrell, Sister Pauline Butler, Christine Campbell, Mike Campbell, John Campbelljohn, Nick Chan, Charles Chen, John Clark, Syd Collymore, Malcolm Cook, Paula Cook, Stephen Cooke, Valerie Corkum, Norma Craib, Gail Creelman, Jennifer Crowley, Charles W Cullen III, Matt Currie, Mike & Shelly Currie, Suzanne Daniels, Carol Davey Young, Cindy Day, Amanda Dean, Dwight d'Eon, Brookes Diamond, Harrison Diamond, Lynn Donahoe, Linda Donovan, Andrew Doucet, JC Douglas, Naomi Downey, Kim Dunn, Josh Edmonds, Sarah Edmonds, George & Charlene Edwards, Joey Elia, Bruce & Carla Elliot, Marnie Ells, Susan Enta, Alex Finlayson, Dave Finlayson, Coleen Fitzgerald, Victoria Fitzmorris, Carol Flinn, Heather Frantsi, Karen Furneaux, Tracy Gallant, Richard Gerstenberger, Jenifer Girard, John Gracie, Elizabeth Grant, Lana Grant, Paul Griffith, Donna Gunn, Greg Guy, Greg Guy, Costas Halavrezos, Andrew Haley, George Hallett, Alyse Hand, Gary Harris, Peter Harrison, Amanda Hatt, Lawrence Hayes, Edith Hearn, Trudy Hiltz, Celine Hopkins, Geoff Hurley, Gary Hurst, Geoff Hurst, Jonathan Hurst, Gabriela Ilie, Ryan Inglis, Liz Ingram-Chambers, Daryl James, Richard Jennings, Anjali Jensen, Thomas Jensen, Brad Johnston, Joan & Dave Johnston, Randy Johnston, Wade Johnston, David J. Jones, Fern Jordan, John Jordan, William Jordan, Chef Richard Julien, Katie Kelly, Terry & Anne Kelly, Monica Kennedy, Labi Kousoulis, Marlene Kummer, Perry Lambourne, Gary Landry, Jane Boyd Landry, Kent Lane, Darryl Langdon, Chris Larsen, Mona Lavoie, Lisa Levy, Jonathan Lewis, Cyndi Locke, Rob Lockeau, Old Man (Chris) Luedecka, Cyril Lunney, Chris Lydon, Makayla Lynn, c/o Alissa Lysack, Amie Mac Donald, Jeff Mac Donald, Mark MacDonald, Sheila MacDonald, Charlene MacDonnell, Ralston MacDonnell, Lisa MacDormand, Fred and JoAnne MacGillivray, Neville MacKay, Bruce MacKinnon, Mary Jo Mahody, Sr. Edith Marie, Andrew Marriott, Tanya Matthews, Gord McComb, Elizabeth McCormick, Tim & Helen McGee, Chris McMaster, Steve McMullin, Premier Stephen McNeil, Jim Megann, Ted Milner, Leanne Milo, Boris Mirtchev, Gerry Morey, Pam Mountan, Gary Muise, Patricia Myatt, Patrick Myatt, Peter Myatt, Danny Nau, Paula Nemeth, Brandon O'Brien, Eric O'Brien, Virginia O'Connell, Daniel & Mary O'Halloran, Edith O'Hearn, Janice O'Hearn, Giles Oland, Gina Paterson, Lisa Peck, Andrew Pettet, Ian Pickard, Sandra Pike, Paul Pothier, Ken Power, Stacey Pyke, Shannon Quinn, Jon Quinton, Heather Rankin, Karen Raynard, Colin Read, Liz Rigney, William Ritchie, Melody Robinet, Jim Ross, Chris Rowarth, Michael Rushe, Andrew Russell, Kurt Ryan, Priya Sam, Mike Savage, Ian Sherwood, Denyse Sibley, Geir Simensen, Sandy Snide, Monte Snow, Caleb Southwell, Christa Spicer, Tara Spurr, Aeshna Sripat, Barb Steggman, Marlene Stennet, Derrick Stennett, Colin Stephenson, Joachim Stroink, Debbie Supple, Thom Swift, Yves Synnott, Sue Tregunno, Mike Velemirovich, Ray Warner, Debbie Watson, Gwen Watt, Velda Waye, Jeremy Webb, Gina Whitehead, Councillor Matt Whitman, James Wile, and Anna Zee.

ORGANIZATIONS: Atlantic Elver Fishery Inc., Auction House, Auction World, Bâton Rouge, Bedford United Church, Bell Aliant Backpacks for Kids, Blue Olive Greek Taverna, C100 FM Radio Station, Canadian Progress Club Halifax Cornwallis Charitable Foundation, Canvas Resto Lounge, CBCL Limited, Chameleon Café & Supper Club, Chives Canadian Bistro, CIBC Miracle Fund, CJM Solutions + Inc, Clearwater Seafoods Limited Partnership, CTV Atlantic, DEFSEC Atlantic, Delta Barrington - Tempo Food and Drink, Delta Halifax - Harbour City Bar and Grill, Edmonds, Elements on Hollis, Fisherman's Market, Fit First Technologies Inc., Five Fisherman Grill, Flemming Charitable Foundation, FMAV, Freemans, Gio, Grafton Connor Group, Grafton Street Dinner Theater, Grant Thornton, Halifax Assistance Fund, Halifax Convention Centre, Halifax Region Children's Aid Foundation, Halifax Volunteer Group, Hamachi Group, Hamachi Kita Sushi and Asian Flare, Hamachi Steakhouse Bar & Grill, Harvest Wines and Spirits, Honeywell Limited, Hope United Church Cozy Wear / Outreach Group, Inglis Street Elementary School, Insurance Bureau of Canada, Investors Group Financial Services Inc., Jarislowsky Fraser Donor Advised Foundation, Karen Moore Legacy, La Frasca Cibi & Vini, Laurie Anne Hirtle and the Dartmouth General Hospital Nursing Staff of 4 West, Le Bistro by Liz, Leanne Children's Foundation, Legault Companies, McInnes Cooper, Medavie Blue Cross, Morneau Shepell Ltd, Mount Saint Vincent University, Mount Saint Vincent University - Management & Professional Group, Mrs. Robinson's Day Care, Municipal Group of Companies / Dexter Construction, My Mother's Bloomers, Nova Scotia International Air Show Association, Nova Scotia RCMP Veterans' Association, Nova Scotia Sport Hall of Fame, Nova Tile and Marble, Numus Financial Inc., Orb Factory, Outfront Media, Pong Social Club, Port Wallis United Church, Province House, QEII Foundation, RBC (Brownlow Avenue Branch), RBC (Spring Garden Branch), RBC Afterschool Funds, RBC Foundation, Royal Bank of Canada, RCS Construction, Redwood Grill food and refreshment, Rent Bliss Inc., Resto Urban Dining, Ritchfam Holdings Limited, Rockhead Beer Wine and Spirits, Royal Nova Scotia Yacht Squadron, Saint Joseph's - Alexander McKay Elementary School, Scanway Bakery + Cafe, Scotiabank -Staff of Spring Garden and Brenton Branch, Shopper Drug Mart, Southdale North Woodside Elementary School, Stayners Wharf Pub and Grill, Stories Casual Fine Dining - Haliburton Halifax Hotel, Stubborn Goat Gastropub, Studio East Food + Drink, Sysco, TELUS, The 7 Virtues Beauty Inc., The Anchor, The Hartman Matthews Family Trust, The Keg, The Printing House, The Summit Room - WTCC, The Waverley Inn, Travel Is/Ray Warner, Wadih Fares Family Foundation, Wardroom, Westin Nova Scotian - Seaport Room, Westjet, and World Financial Group.

2017 Fiscal Highlights

Year at a Glance

Days of Care	1,843
Admissions	7
Average Age	9
Average Grade	4
Average Length of Stay (days)	127
Discharges	7
Children Served in Residential Care	13
LINKS Registered Students	220
Community Based and In-House HIGH FIVE® Activities	1,112
Total Number of Youth and Children Served Since 1972	1,484



CHISHOLM TEAM DEVELOPMENT

Investment in team development has been a focus in building capacity and service delivery over the past year at Chisholm. Training opportunities were offered in: Enhanced Non Violent Crisis Intervention (Instructor Certification and Team Training), NVCI Applied Physical Training; Provincial Child Abuse Protocol: Residential Child-Caring Facilities, Policy 49 – Management of Harmful Behaviour Policy, Administration of Medication, Best Practices in Case Recording, Fire Safety, Emergency First Aid / CPR, Food Handlers Education Course, Rights and Responsibilities, Confidentiality, Intro to Occupational Health and Safety, Occupational Health and Safety Committee Training; and other team development opportunities including: IWK Sea Star Child and Youth Advocacy Centre (Becoming your Child’s Emotional Coach, More on Emotion Coaching, Understanding Trauma and Vicarious Trauma, Supporting People who have Experienced Trauma to Heal, Understanding Trauma, Demystifying Emotions and Strategies to Support Healing), Debrief Training, PRIDE Training (Parent Resources for Information, Development and Education) – MODULE 1: The Foundation for Meeting the Developmental Needs of Children at Risk and MODULE 2: Using Discipline to Protect, Nurture & Meet Developmental Needs.

EXTERNAL COMMUNITY COLLABORATIONS

In partnership with Nova Scotia Department of Community Services Adoption Services, Chisholm Services for Children launched the third cohort of the IDEAL Award winning Volunteer Adoption Program (VAP). This program is available to approved and waiting adoptive parents, and focuses on evidence-based trauma-informed care giving and family development with children who have disrupted attachment and/or experienced trauma. Meeting once monthly to review course material, participants of this program also have the opportunity to participate in Chisholm Services for Children High Five® programming with our children and Child and Youth Care team.

CHILDREN’S TRANSITIONS

For this reporting year, Chisholm welcomed seven children into the program. Three children from the previous year remained in the program through this year as they continue to wait for a combination of Family Court processes and transition options to unfold. Seven children transitioned out of Chisholm. Of these seven, placements were a mix of foster and returning to their families. We are proud of all of our children who experienced a transition this year, either welcoming them into the Chisholm community, or wishing them well as they moved to a more permanent, safe placement, which is our ultimate goal.

2017 Fiscal Highlights

LINKS LITERACY PROGRAM

In its fourth year with Chisholm, and through the help of donations, volunteer efforts, fundraising and the support of organizations such as Schools, Halifax Region Children's Aid Foundation, the Halifax Assistance fund, and the RBC After School Project, the LINKS program has been able to provide affordable literacy support to children in grades primary to six – children with diverse backgrounds and literacy needs, from some of our most vulnerable and marginalized communities. Our program is currently offered in four locations throughout the HRM: Southdale North Woodside School in Dartmouth, Inglis Street Elementary, St. Joseph's-Alexander McKay Elementary School, and at Mount Saint Vincent University in Bedford. This year we are proud to have continued our relationship with MSVU, hosting eight Child and Youth practicum students, allowing them an opportunity to work within the community, develop as young professionals, and to create rewarding learning experiences for our students and for themselves.

During our four terms, the LINKS program was able to provide literacy support to 220 registered students through the hard work of our amazing team of staff and volunteers. Of that number, 58 students were subsidized for full registration. Going forward, we hope to reach out to an even greater number of students in our community and offer them the foundations they need to find future success.

INTEGRATING CHILDREN'S MENTAL HEALTH – ZONES OF REGULATION

At Chisholm, respecting the mental health of the children that we serve, in complement with the developmental stage of the child, is the crux of what informs our program. Children who are referred to our program are those who may not have had the opportunity to achieve emotional regulation developmental milestones, and therefore use maladaptive behaviours to express their levels of stress. In October 2016 we introduced the Zones of Regulation: Emotional Regulation curriculum into our daily program. The goal is to help children develop a language and tool box for recognizing, organizing, and safely processing their own and other people's emotions. Through this program, the children are learning that they are in control of their emotions, and how emotions influence how we make decisions and how they make others around us feel. With the opportunity to explore and practice these tools, our children are better able to control their emotions, and not let their emotions control them.

FUTURE DIRECTIONS

As we set our sights on the coming year, some of the focus areas of Chisholm will include:

- Implementation and integration of Chisholm Services for Children's 2016-2019 Strategic Plan
- Develop a plan to address gaps and better align operations within our facility to meet both short and long term service delivery requirements that meet the placement needs of the children in our province, supported by the Department of Community Services
- Identify and establish a viable and sustainable funding plan to meet the future needs of children served by Chisholm
- Develop a stakeholder engagement strategy to better support strategic initiatives
- Develop a full concept plan that incorporates our founder's legacy and integration of the Chisholm Way Values
- Build a team/talent development, recognition and employee support plan



Community Collaborations

A for Adventure, Adoption Services, AWARE Nova Scotia, Bedford Hammonds Plains Community Centre, Bedford United Church, Breakthrough Psychological and Counselling Services (Liza Gabriel), Canada Games Centre, Captain William Spry Community Centre, Dalhousie University, Department of Community Services, Discovery Centre, Halifax Public Library, Halifax Regional Municipality, Halifax Regional Police, Halifax Regional School Board, Halifax Volunteer Group, Inglis Street Elementary School, IWK Day Treatment, IWK Health Sciences Centre, m5, m5i, Maritime Dance, Mi'kmaw Family and Children's Services, Mi'kmaw Native Friendship Centre, Mission Integration Office, MSVU Department of Child and Youth Studies, MSVU Department of Education, Nova Scotia Federation of Foster Families, Nova Scotia Government & General Employees Union (NSGEU), Nova Scotia Museum of Natural History, NSCC Truro (Child and Youth Care), NSCC Waterfront (Child and Youth Care), Office of the Ombudsman, Oxford School, Port Wallis United Church, Recreation Nova Scotia, St. Catherine's Elementary School, St. John Ambulance Therapy Dog Program, St. Joseph's-Alexander McKay Elementary School, Schools Plus Program, Scotiabank Blue Nose Marathon, Sir Charles Tupper Elementary School, Southdale-North Woodside Elementary School, S.P.C.A., Sisters of the Good Shepherd, STOCK Transportation, Westmount Elementary School, Workers' Compensation Board of Nova Scotia.

Board of Directors

Amanda Hatt (Board Chair), JoAnne MacGillivray (Past Chair), Sheila MacDonald (Secretary), Donna Gunn (Treasurer), Joanne Bath, Sister Pauline Butler, Gary Landry, Lisa MacDormand, Patricia Myatt, and Wade Johnston (Ex Officio).

Employees and Students

ADMINISTRATION: Wade Johnston (Executive Director), Tamsyn Brennan (current Director Clinical Services), Daniel Abar (past Director Clinical Services), Rebecca Levick (Manager LINKS Literacy Program), Geoff Hurst (Director Business Development), Mc'Edward Jones (Bookkeeper / Payroll Clerk), Shawna Burgess (Office Administrator), Sean Clarke (Program Coordinator), Renee Poitras, Heidi Vere Holloway and Mike Shea (Supervisors).

YOUTH CARE WORKERS: Jessica Abbey, Aaron Austin, Jamie Burrell, Mary Campbell, Megan Carbray, Andrea Christensen, Laura Cooper, Kelly Currie, Katelynn Day, Michael D'Eon, Meahan Dugas, Kristina Dunford, Kristy Ellis, Sarah Ferguson, Venita Fraser, Kari Graham Streach, Courtney Higgins, Laura Hutt, Sonya Juneja, Thomas MacMillan, Troy MacSwain, Kelsey Marsh, Melissa Matheson, Brittany Minnis, Rachel Myles, Julia Paton, Jillian Peters Rowsell, Clifton Pratt, Morgan Purdy, Alissa Quinn, Leann Revels, Spencer Roy, Travis Sampson, Michael Shea, Jenna Snelgrove, Tyler Spencer, Jason Thomas, Jane White, Chad Wilkie, Ryan Wilkie, Maggie Wilson, Melissa Wilson, Kelly Woodington, Alison Wright, and Vanessa Zmija.

LINKS LITERARY INSTRUCTORS: Wayne Aalders, Amanda Adams, Brianna Baker, Claire Chadwick, Angela Di Liberatore, Michelle Doucette, Gillian Elder, Tara Ferguson, Christina Hickey, Kaitlin Hoyt, Amanda Lajo, Rebecca Levick, Brittany Long, Noreen Millar, Nicole Mosher, Ian Mugford, Erica Myers, Jennifer Philip, Kaitlyn Phillips, Dave Ruddick, and Judy Zinck.

STUDENTS (YCW / LINKS): Laura Cooper, Jessica Germain, Nicole West, Ashley O'Brien, Jamie-Lee Berends, Danielle Comeau, Jane Dodge, Michelle Doucette, Ruth Frampton, Kathleen McCuaig-Smith, Ashley Powell, Megan Seaban, and Michelle Secord.

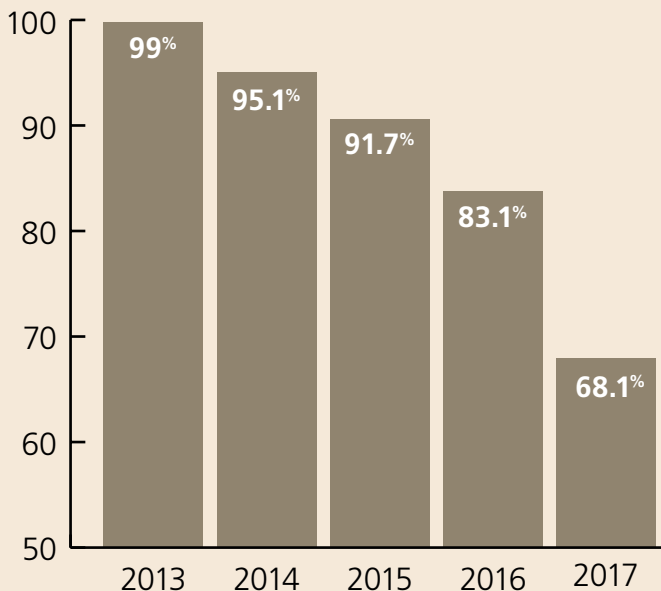
“Guiding children to a brighter future is not only our passion, its our privilege.”



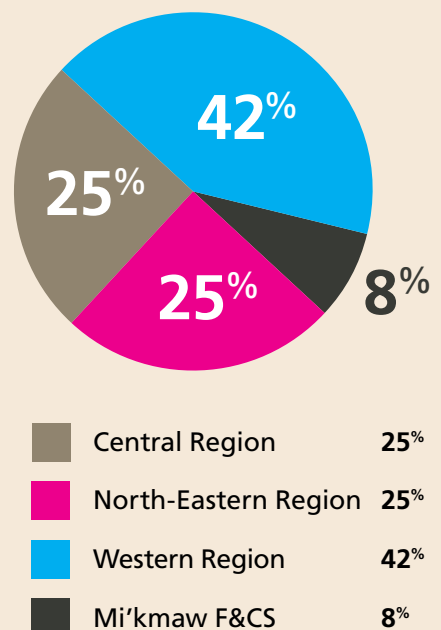
Financial Summary

REVENUE	2017	2016
Province of Nova Scotia	\$1,617,528	\$1,633,915
LINKS Revenue	\$73,958	\$88,111
Other	\$37,349	\$49,580
	\$1,728,835	\$1,771,606
EXPENDITURES		
Salaries and Benefits	\$1,456,861	\$1,426,227
Administration	\$68,779	\$61,028
Operations	\$145,418	\$150,949
LINKS Program	\$78,211	\$89,055
	\$1,749,269	\$1,727,259
Excess (<i>Deficit</i>)	(\$20,434)	\$44,347

Average Occupancy



Referral Source



Our Mission

Chisholm Services for Children provides care for children who have complex needs by providing a safe environment while fostering a sense of personal value, self-worth and the development of life skills.

Our Vision

Chisholm Services for Children is a leader in Nova Scotia in providing safe, community-based care for children 12 years of age and younger. Our therapeutic residential and non-residential programs successfully support children to transition into their community.

Our Values: The Chisholm Way

Chisholm Services for Children provides care for children who have complex needs by providing a safe environment while fostering a sense of personal value, self-worth and development of life skills. To accomplish this mission, the Chisholm Way is rooted in the legacy of the founders, the Sisters of the Good Shepherd, and in our collective commitment to embody these values in all that we do. These values guide us through our relationships with our employees, stakeholders, and the broader community. We are accountable to ourselves, each other, and the wider community to embody these values.

COMPASSION

We are compassionate towards each child's life journey, acknowledging that they are in need of care, consistency, and nurturing. We exemplify compassion by our commitment to creating a safe community with the children and families we serve. Compassion is evident when we are present, understanding, and responsive to each other. Compassion allows us to use forgiveness as an opportunity to strengthen ourselves and each other.

HOPE

We believe that children are not defined by what has happened to them, and that change is possible. Through our commitment to emotional, physical, cultural, spiritual and social safety, children and adults alike support and assist one another. We strive to be better at who we are, which becomes possible when we encourage, support, and believe in one another.

RESPECT

We believe in the intrinsic value and individual worth of each person. Respect is non-judgemental of the journey that has led children and families to our services. In all that we do, we are committed to the dignity of oneself, the respect and safety for each other and the environment. We respect that the future is yet to be written.

BELONGING

We believe that every child and family has the basic right to belong and have a sense of place and acceptance. Belonging requires each of us to remain vigilant to the safety and wellbeing of everyone. Belonging is rooted in the individual worth of each person and must reflect a spirit of sanctuary that is the foundation for physical, emotional and spiritual healing and personal growth.

COLLABORATION

We recognize collaboration is the cornerstone of the care provided to our children. Children's healthy growth requires collaboration with them, their family, teachers, care providers and broader community. We model justice, fairness and healthy relationships through mutual collaboration, striving to achieve a collective impact.



Chisholm Services for Children

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