

# our people

Annual Report 2015/2016



Radius Child & Youth Services  
PREVENTION • INTERVENTION • RESEARCH





## Mission, Vision & Values

### MISSION

Radius Child and Youth Services shall, with compassion and through innovation, intervene to prevent and treat all forms of child maltreatment and neglect.

### VISION

Radius Child and Youth Services aspires to be a centre of excellence in the child trauma field. As such, we will only provide programs and services that maintain the highest standards when serving our communities.

**Collaboration:** We at Radius Child and Youth Services will work together as professionals and with the community to ensure our clients receive the best possible care.

**Innovation:** We will continue to develop and implement programs and services which best meet community needs.

**Development:** We will continue to develop sufficient resources to enable us to meet service pressures. We will accomplish this by remaining diligent and responsive to both our annual funding agencies and to our individual corporate supporters.

### VALUES

**Professional Excellence:** We will deliver all programs in a manner that meets or exceeds current best practice principles.

**Integrity:** We will hold ourselves to the highest moral and ethical standards of conduct.

**Accountability:** We are responsible not only to our clients but to our funders and to the community at large.

**Respect:** Every child, without any exception whatsoever, shall be entitled to receive compassionate and supportive care irrespective of race, sex, religion, creed, language, ethnic or social origin, gender identity/expression, or sexual identity/expression.

## Letter from the President of the Board of Directors

AS I REFLECT BACK UPON THE 2015/2016 FISCAL YEAR, I FEEL PRIVILEGED TO HAVE BEEN A PART OF AN ORGANIZATION THAT PROVIDES SUPPORT TO CHILDREN, YOUTH AND THEIR FAMILIES WHO HAVE BEEN AFFECTED BY ABUSE, VIOLENCE AND NEGLECT. THIS SUPPORT WOULD NOT HAVE BEEN POSSIBLE WITHOUT "OUR PEOPLE"- WHICH IS THE THEME OF THIS YEAR'S ANNUAL REPORT.

The passion for the work is visible at all levels of the organization- starting with our dedicated Board of Directors, to our volunteers and the staff who provide support to children, youth and their families.

Every day we are inspired by the children, youth and their families who come to our organization at particularly difficult times in their lives. The goal of our comprehensive assessment and treatment services is to help children and youth move on from abuse, violence and neglect.

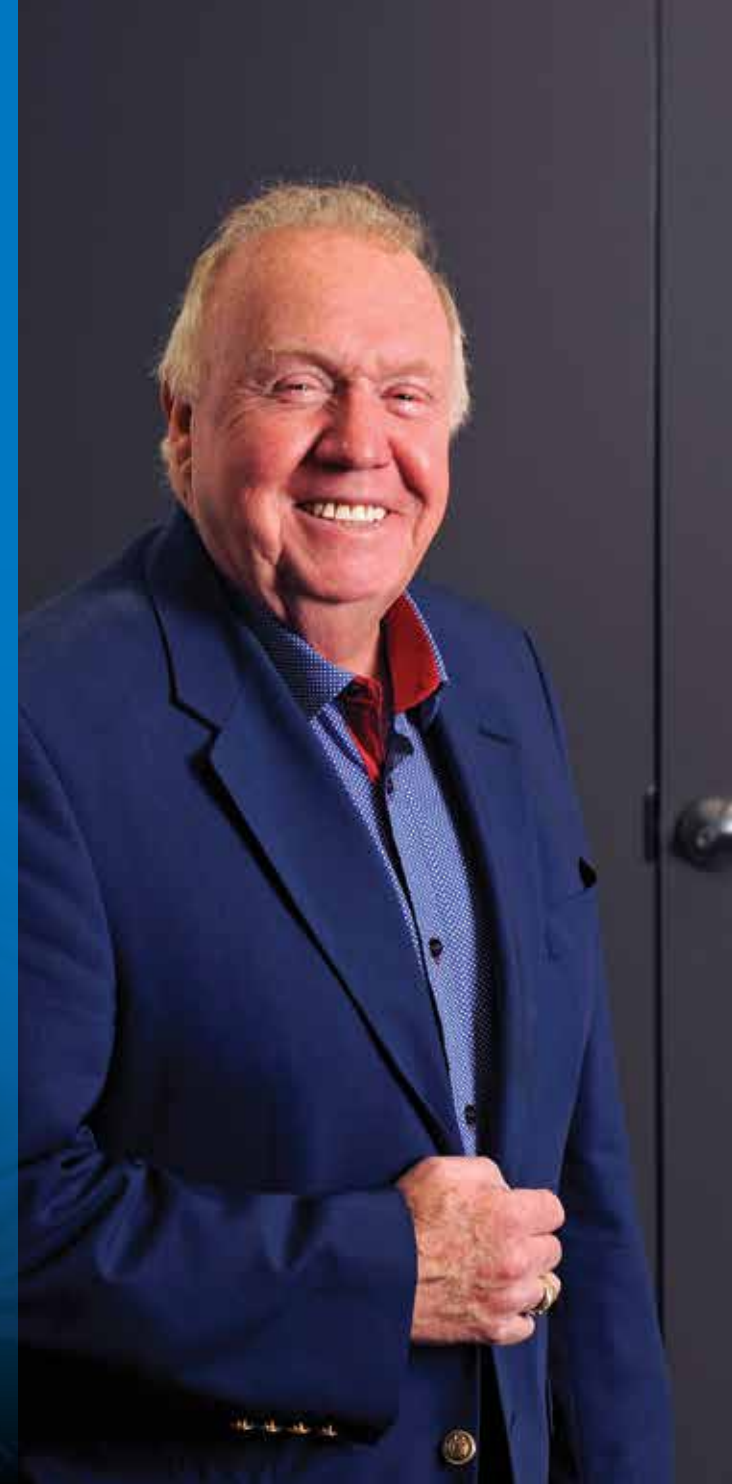
Over the last six months we embarked upon the Strategic Planning process. We actively engaged our key stakeholders (including the Ministry of Children and Youth Services, clients,

community partners and staff) in order to ensure the organization continues to meet the needs of the communities and clients we serve. This plan will produce a three year strategy that will create accessible and efficient services for children, youth and their families. We are excited to launch Radius Child and Youth Services' Strategic Plan during the next fiscal year.

I would like to thank everyone at Radius Child and Youth Services for their dedication to the children, youth and their families.

Sincerely,

**Ean Algar**  
President, Board of Directors







## Letter from the Executive Director

THIS IS AN IMPORTANT MOMENT IN RADIUS CHILD AND YOUTH SERVICES' JOURNEY. AS WE ENTER THE NEXT PHASE OF OUR WORK, THIS REPORT ENABLES US TO REFLECT ON AND CELEBRATE OUR PROGRESS. PARTICULARLY, WE WOULD LIKE TO CELEBRATE THE WORK OF OUR PEOPLE- WHO ARE THE FOCUS OF THIS YEAR'S ANNUAL REPORT.

This report comes at a time of key transitions for our organization. In some ways, the upcoming year is a new beginning for us as an organization. During the 2015/2016 fiscal year, Radius Child and Youth Services worked with key stakeholders, including community partner organizations, donors and funders, employees, and contracted consultants on the development of our Strategic Plan. This Strategic Plan will identify the priorities that are most critical to the future of our organization. I am proud to say that we are close to finalizing the Strategic Plan and I look forward to the path we will take in years to come.

Our signature fundraising events along with the support of the community enable us to generate additional funding which directly supports the goals of Radius Child and Youth Services. We can only accomplish these goals with the unwavering support of our volunteers, Board of Directors and employees. To them, I say thank you.

Through key Board leadership decisions, we are working towards strengthening the organization and positioning ourselves as a leader in child abuse intervention and treatment. During the last fiscal year, we provided multiple professional workshops and hundreds of hours of consultation and training to the children's mental health and youth justice communities. Through these partnerships, Radius Child and Youth Services looks forward to a future where children's mental health and the community work more closely together to create awareness around child abuse, violence and neglect.

But there is still work to be done. Our programs and services have a long waitlist. Currently, our average wait for service is four months. There are a number of negative impacts when children and families wait for our services. These include: possible re-victimization or re-offending, undiagnosed mental illnesses and placement

breakdowns. That is why we are embarking on a new long-term Strategic Plan to support families in achieving stability – and a shot at a bright future.

As you read this annual report, I hope it will remind you of our recent successes and energize you for the future of Radius Child and Youth Services. For those of you who have tirelessly committed time and energy to the success of this organization, I thank you. None of this would have been possible without your support. For those of you who are new, I welcome you to Radius Child and Youth Services. I look forward to working with all of you in 2016 and 2017.

Best regards,

**Darryl Hall**  
Executive Director  
Radius Child and Youth Services

## What is child maltreatment?

The World Health Organization (WHO) defines child maltreatment as the abuse and neglect of children/youth that "...includes all forms of physical and emotional ill-treatment, sexual abuse, neglect, and exploitation that results in actual or potential harm to the child's health, development or dignity."

[http://www.who.int/topics/child\\_abuse/en/](http://www.who.int/topics/child_abuse/en/)





## Four types of child abuse

**Physical Abuse** is a deliberate use of physical force, by a parent or caregiver, which could or does result in physical harm to a child. Physical abuse can include slapping, beating, burning, biting or throwing a child. Physical abuse can result in human bite marks, bruises, burns and fractures.

**Sexual Abuse** happens when an adult or older child uses their power over a child to engage them in any sexual act. It can include fondling, exposing oneself and involving a child in pornography or prostitution.

**Emotional Abuse** is a pattern of behaviour that harms a child's sense of self and emotional development. Emotional abuse can include constantly criticizing, humiliating, rejecting or ignoring the child. It can also include exposure to domestic violence.

**Neglect** occurs when a parent or caregiver fails to meet a child's basic needs such as food, clothing, safety and education. Neglect can also include failing to provide adequate supervision.

<http://www.oacas.org/childrens-aid-child-protection/what-is-abuse/>

## How Radius Child and Youth Services helps

Through the support of our generous and committed donors, corporate partners and funders, Radius Child and Youth Services helps hundreds of children/youth annually who have been affected by abuse, violence and neglect. Our services are provided at no cost to clients and their families.

## Your support provides



**A central intake department** that enables children, youth and their families easy access to our services at vulnerable points in their lives.

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**Comprehensive assessments** for children and youth who have experienced abuse, violence and neglect, children (under 12) who have exhibited concerning sexual behaviour and adolescents who have sexually offended.

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**Counselling** that addresses the individual needs of children, youth and their families.

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**A therapeutic group** at the Gardiner Museum of Ceramic Art that provides children and youth with the opportunity to sculpt in clay their experiences of sexual abuse. This helps them process and transform their pain and reconnect with their resilience and strength.

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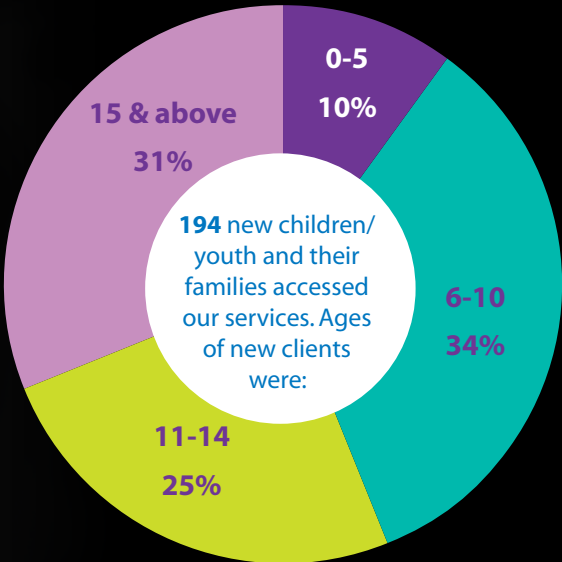


**Family therapy** which works towards strengthening and reunifying families (if appropriate).



# Making a difference

IN 2015/2016 RADIUS CHILD AND YOUTH SERVICES MADE A REAL DIFFERENCE IN OUR COMMUNITY.



**280**

clients received assessment services.

**62%**

of children/youth and their caregivers who received brief counselling services did not require long-term therapy.

**195**

children/youth and their families received ongoing therapy.

**570**

Provided training to over 570 professionals & community partners (including therapists, social workers, psychologists, police and foster parents).





## Accessing support at Radius

Intake is the first point of contact for our clients, their families and community partners. One central phone line across the various geographic regions we serve allows us to provide quick and easy access to our services. Our job is to ensure that our clients, their families, and our community partners are able to access our services in an efficient way that enables them to feel comfortable with the next steps in their journey. By sharing information on best practices at the intake level, we are able to foster relationships with our clients and their families, which in turn inspires confidence in the services that Radius provides.

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Lisa Bertin, M.S.W., R.S.W.  
Intake Coordinator

Sandra Sorrenti  
Intake and Office Administrator



# Trauma

The Silent Killer.

**Trauma. It's a silent killer.**

A silent killer knows every weakness of its victims.

It knows how to keep a victim silent.

How to play with a mind, trigger it, and make the victim crazy.

It makes one truly believe that there is no escape. Here is the twist of fate: there is an escape.

Trauma is only temporary. It can be conquered.

It's called speaking; a sweet relief. To speak up is the best revenge.

Speaking becomes the silent killer's worst enemy. Freedom.

The more you speak, the less you stay silent, the more trauma starts to die.

The more you hope, the more you realize you have a reason to live.

The bullies and abusers don't define who you are in the end.

It's not worth it to lose your life over them.

It's not worth it to let them define who you are.

That's your job. You write out who you are and live it.

Everyone is here with a purpose, everyone has a purpose.

No one is useless.

Everyone is worthy of life because they were born.

We are born to help, create, and build.

No matter the disability, no matter the problem, no matter who we are.

We all have the right to enjoy life.

We live and heal because we want to. It's the only way to kill a silent killer.

REPRINTED WITH PERMISSION FROM THE AUTHOR, A FORMER CLIENT



“**My inspiration to do this work comes from the courageous clients that I work with; the children, adolescents and caregivers who have been affected by sexual abuse.** This work would be incredibly challenging, and at times overwhelming, if not for the support and expertise of my supervisor and colleagues. Additionally being informed on current research and best practices is a key to both delivering quality service and reducing vicarious trauma. I am grateful to all who have guided and supported me over the 2+ decades of doing this work, whether they be experts in the field or colleagues who have provided outstanding services to this vulnerable population.”

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Karen Holladay, B.Sc., Dip.C.S., R.P.  
Clinical Therapist



“ People have often asked me why I have chosen to work with young people who sexually harm - my consistent response is because of the children who will never become their victims. They are the children who will not know the pain or shame of sexual abuse. Research tells us that completion of sexual offense specific treatment reduces rates of reoffending from 21% to 9% (Worling et.al, 2010) and this translates into real children who will not experience sexual abuse.

My commitment to this work is also fueled by watching the therapeutic journey that sexually harming young people take through treatment. Those “aha” moments where youth begin to put the pieces together, or the heartfelt apologies that are created and delivered, all foster my commitment to this work and to these youth. I have been privileged to witness the transformation of many young men who have sexually harmed into young men who care about their victims, themselves, their families and their communities. This is a great transformation to behold and it never gets old!

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Bente Skau, M.S.W., Ph.D.  
Consulting Clinical Supervisor

# THE BISHOP FAMILY



**RADIUS CHILD AND YOUTH SERVICES IS FORTUNATE TO HAVE A NUMBER OF DEDICATED VOLUNTEERS WHO ARE INTEGRAL TO OUR ORGANIZATION. THE BISHOP FAMILY ARE NO EXCEPTION. IT IS NOT OFTEN THAT AN ENTIRE FAMILY ARE SO COMMITTED TO ONE ORGANIZATION.**

For the past five years, Flora, Allan, Kathleen and Allison have all devoted a significant amount of time to Radius Child and Youth Services. The family became involved with the organization five years ago when Flora joined the Gala Committee (which organizes one of Radius' largest annual fundraising events - The Gala for Hope).

Flora's dedication to Radius is because of "...the children and families who make the issue real and remind you of why you're there." When Flora joined the Gala Committee, Allan, who was preparing for retirement, was looking for opportunities to become involved with the community. After attending his first Gala, Allan joined the Board of Directors. Allan's experience





as a partner at a top accounting firm adds real value to his contribution to the financial governance of Radius Child and Youth Services.

Flora and Allan's two daughters, Kathleen and Allison are also actively involved with Radius Child and Youth Services. Allan credits Flora for being the "inspirer as she fostered the

importance of volunteering in the kids from an early age." In addition to working with their mother on the Gala Committee, Kathleen and Allison also contribute to Radius' Holiday Drive.

## Event highlights 2015-2016

THIS YEAR OUR EVENTS RAISED OVER \$100,000 TO MEET THE URGENT NEEDS OF CHILDREN AND YOUTH WHO HAVE EXPERIENCED ABUSE, VIOLENCE AND NEGLECT. THIS MONEY WILL GO DIRECTLY TOWARDS PROVIDING COMPREHENSIVE ASSESSMENT AND TREATMENT SERVICES TO OUR CLIENTS.

### Paris in the Spring Gala April 11, 2015



- Over 230 guests
- 15 committed volunteers
- 10 gala committee members
- 10 sponsors
- Amazing live and silent auctions
- Live performance by "My Pop Choir" during the cocktail reception
- Over \$27,000 raised

### Brian Smith Charity Ride May 31, 2015



- 250 bike riders
- Distances of 52km, 84km or 144km
- 20 sponsors
- Special thanks to Nancy Hastings of Second Wind Conditioning and the Ride committee!
- Over \$8,000 raised

### Moon in June Road Race June 6, 2015



- Over 1500 runners
- 25 sponsors
- Organizing committee led by Greg Pace of Pace Performance
- 125 dedicated volunteers
- 5 or 10 km run
- 200 Kids ran in the 1km "Meredith's Fun Run"
- Over \$21,000 raised



### Wine & Cheese July 8, 2015



- Hosted by Mira Johnstone at Mercedes Benz of Oakville
- 100 attendees
- 6 sponsors
- 10 volunteers
- 20 incredible silent auction items
- Raised awareness for the services that Radius Child and Youth Services provides to children, youth and their families

### Tournament of Hope August 25, 2015



- 128 Golfers
- 20 volunteers
- 8 dedicated committee members
- 27 sponsors
- Over \$46,000 raised



## Our Donors

OUR WORK WOULD NOT BE POSSIBLE WITHOUT THE GENEROSITY OF OUR MAJOR DONORS AND FUNDING PARTNERS. THEIR COMMITMENT AND DEDICATION ALLOWS US TO CONTINUE TO PROVIDE MUCH NEEDED SUPPORT TO CHILDREN AND YOUTH WHO HAVE BEEN AFFECTED BY ABUSE, VIOLENCE AND NEGLECT. WE ARE GRATEFUL TO THIS GROUP OF CORPORATIONS, INDIVIDUALS, FOUNDATIONS AND FUNDING PARTNERS FOR THEIR ONGOING SUPPORT OF RADIUS CHILD AND YOUTH SERVICES.



## Financials

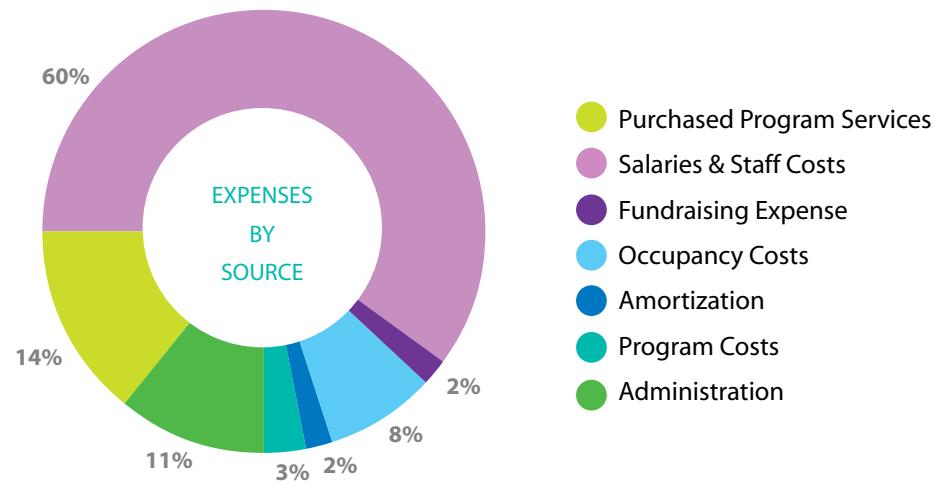
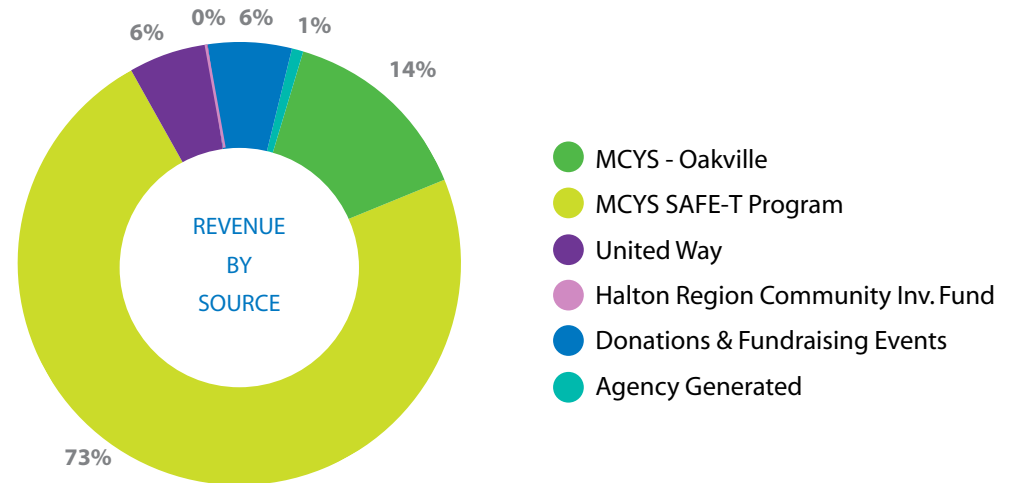
Statement of Operations  
For the Year Ended March 31, 2016

### Revenues 2015-16

MCYS - Oakville	430,213
MCYS SAFE-T Program	2,257,423
United Way	175,834
Halton Region Community Inv. Fund	20,000
Donations & Fundraising Events	181,439
Agency Generated	28,443
	<u>\$3,093,352</u>

### Expenses

Purchased Program Services	419,374
Salaries & Staff Costs	1,865,466
Fundraising Expense	70,944
Occupancy Costs	261,715
Amortization	51,741
Program Costs	81,350
Administration	337,734
	<u>\$3,088,324</u>
Revenues less Expenses	<u>\$5,028</u>



## Board of Directors- 2015/2016

### **Ean Algar**

*President, Succession Planning Committee*

### **Allan Bishop**

*Vice President, Government Relations Committee*

### **Justin Caiger**

*Member-at-Large, Succession Planning Committee*

### **Elysia Estee**

*Treasurer, Chair Finance Committee*

### **Claire Gillies**

*Member-at-Large*

### **Carolyn McCarney**

*Member-at-Large*

### **Warrick Squires**

*Member-at-Large, Fundraising Committee*

### **Andrew Tyrrell**

*Member-at-Large*

### **Scott Wilkinson**

*Member-at-Large*



**Radius Child & Youth Services**  
PREVENTION • INTERVENTION • RESEARCH

#### **Radius Child and Youth Services, SAFE-T Program**

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