



APROPOS

BATSHAW YOUTH AND FAMILY CENTRES



SPECIAL DOUBLE EDITION

FEEL-GOOD STORIES EDITION...

and more news

Margaret Douek, Executive Director

We have much to celebrate as we kick off a new calendar year. The month of December was very busy indeed and I would like to underline three things in particular; the accreditation report from CQA, the wonderful generosity of the Batshaw Centres staff, and the imaginative creativity of the projects we received for Dare to Dream.

Accreditation Report from the *Conseil québécois d'agrément* (CQA)

The final Accreditation report submitted by the site team to CQA was very positive. We showed significant improvements in many areas and excellence in two categories which are at the heart of our work. Excellence was recognized specifically in the area of "organization of services" and "innovation and research". The details of the report will be published shortly but in the meantime we can all give ourselves a pat on the back for a job well done.

Acts of kindness

So many of you demonstrated acts of kindness during the past holiday season. I want to thank you for making that period of the year more joyful for our clients and their family. Your generosity shows the passion you have for children, youths and their families which goes above and beyond your daily tasks and responsibilities. While there are so many to be acknowledged and recognized, you will find in this edition of Apropos some examples. Thank you to all.

Dare to Dream

We received an incredible response to the Dare to Dream Project launched in December. Within one month, we received 55 amazing submissions! They came from every division and showed the creativity of our staff and their dedication to innovate in services to children. It will be a difficult task to choose amongst the projects but I am confident that it will render a very positive result.

Thank you to all...

HEART WARMING STORIES:

Claire Roy, Manager, Communications and Public Relations

CHRISTMAS BASKETS

On December 21st, I'm told that "things are going on" at 6 Weredale Park. I'm asked to investigate. Walking out of 5 Weredale, I notice on the sidewalk between the two buildings the bin used for donations. It is full of grocery bags and there are also many on the ground around it. Getting closer, I realize they are full of perishables temporarily stocked there: turkeys, dozens of them, litres of milk, margarine, etc.! A rather unusual thing to see!

In the auditorium, everybody is working hard. Boxes are set in rows. Cathy Carrol, Ola Dupelcyz and their colleagues are filling them with food and presents. In no time, the boxes are more than full. When preparing the

baskets, they make sure the goods will specifically suit the needs of each family. As a result of all this work, many families will have a brighter holiday because of everyone who gave food and money.

Cathy, Manager of Social Services at Boscoville was "back home" to maintain the tradition she launched more than 15 years ago along with Ola, Administrative Technician in the Division of Child and Family Services.

Thank you Cathy, Ola and all of you who helped with the Christmas baskets for your generosity. You are definitely a source of inspiration for all of us!

DO YOU KNOW FRANK CAMPANILE?

Frank is an Administrative Agent, class 1. We don't see him a lot maybe because he works in the archives in the basement of 6, Weredale Park. Did you know he solicits and gets presents for our youths and has been doing so for more than 25 years? This year he collected 462! A record! Frank was especially happy this year because he also raised money he gave to our Foundation, who, in turn will help our youths.

Frank was telling me the results of his first campaign were modest. But because he persevered, results got better year after year to become simply outstanding!

For each of our youth to receive a present might seem quite simple, but taking a closer look makes anyone realize that achieving this task requires a lot of work. Just think about it. Early fall, Frank contacts the companies – more of them every year – who participated in the past. At the same time, a list of all the youths to receive a present is made. Each youth has its own "data profile" sheet. On it: first name, sex, age, size he/she wears, if suffering from a specific incapacity, if his/her development ties in with his/her age, name of the worker and a few suggestions of presents the youth would like to receive. This being done, Frank sends the right number of youths' data profiles to the participating companies. They in turn, distribute a sheet to each of their employees who choose to give a nicely wrapped present to one of our youths.

All the presents are then stocked in a special room in which tables are piled on other tables to be able to hold them all, and to then facilitate their dispatching. To see all those nicely wrapped presents in a rather small room is simply amazing! The tedious work is now ready to start: finding the present intended to each youth and putting it under his worker's name. This being done, Frank and his colleagues prepare one or more bags depending on the size of the presents, for each worker. They, in turn, come and pick them up and then distribute them to their clients.

For over 25 years, Frank has dedicated himself quietly to this wonderful initiative. It is time to recognize it by sharing it with everyone. Thank you Frank and many thanks also to all those who help you!



APPROPOS

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SPECIAL DOUBLE EDITION (cont'd)

THANK YOU ROSS

Ross Brown was very happy on the morning of December 22nd and his good mood was contagious. All staff from 5, Weredale Park joined together, as they have been doing since 1995, to thank Ross for his good work. Ross received a few presents in addition to \$240. He especially liked his new singing stuffed animal. In no time he recognized the song, *I will*, and informed us it was written by the Beatles and first recorded in 1966. Ross also reminded us that he started his career with us in 1987. Thank you, Ross!

ROXBORO TEAM SPREADS CHRISTMAS JOY

Roxboro Team

The staff, clients and families of Roxboro Group Home brought Christmas joy to three families involved with Simonet, a single mothers' network in the West Island. Simonet is a non-profit, women serving, self-help project designed to promote the total well-being of single-mother families who are willing to better their lives through skill development and education. Families, clients and staff rallied around to decorate, donate and deliver food baskets to three families, one of whom has 7 children.

Through the ART program the clients were sensitized to some moral reasoning in being sensitive to the needs of others, and so they were willing to be involved in this endeavour. Taking into consideration the Circle of Courage, we highlighted the aspect of generosity, by sensitizing clients as well as their families to empathize and to give to others in need.

MANAGEMENT DEVELOPMENT PROGRAM - Invest in your future

Faye Callender, Coordinator, HR Planning

Batshaw Centres has a culture of continuous learning with a goal to allow employees to reach their full potential. In the next five years, we will experience a large number of retirements in our management group. As we prepare for the future, we acknowledge the need to develop our employees into the leaders of tomorrow. The Management Development Program focuses on creating opportunities for employees to develop leadership skills and management competencies.

As we enter into the second year of the program, we will be looking for participants in the three management categories: *Manager, Coordinator* and *Director*. There will be a focus on the *manager* category given that this group represents the highest number of retirements within the next five years.

There was a great show of interest during the first year of the program. In total 13 employees were selected to participate in the program and approximately 32% of the program's participants were successful in obtaining management positions. This is an opportunity to invest in your future!

The formal application process is underway. Check out the posting on the notice boards in your service/unit as well as the intranet.

MDC PROFESSIONAL DAY

Gina Carvalho, MDC Professional Day Organizing Committee

On November 12th, the 10th annual Batshaw Centres Multi-Disciplinary Council Professional Day was held at 6 Weredale Park. Registration numbers were in the low hundred and came from all clinical departments. After opening speeches and a brief but very funny sketch by Steven Abrams, the plenary session introduced the day with a research presentation by Dr. Renée Latulippe on the lifestyle and behaviors associated with the drug habits and sexually transmitted infections of Québec group home youth. The rest of the day rolled out a myriad of workshops all presented by our very own talented clinical staff.

The organizing committee has read all the submitted evaluation forms to gather recommendations and generate ideas for next year. Some of the themes that have emerged can be grouped into:

- Topic suggestions for future MDC workshops:
 1. Examples of projects or therapy for children with eating disorders;
 2. Addressing problematic family dynamics and/or mental health issues;
 3. Intervention methods for working with traumatized youth;
 4. Female gangs: information, programs and interventions;
 5. Female sexual abuser: information, interventions, profiles etc.;
 6. Separation/ loss experiences in giving up a child;
 7. Criteria and process of becoming a foster parent;
 8. More workshops about working with the Aboriginal Community and their realities etc.;
 9. Maintaining professionalism.
- Follow-up information to presented workshops:
 1. More information on how to implement the ARC (Attachment Self-Regulation and Competency) approach;
 2. More information on Circle of Courage implementation;
 3. What are the implications of Dr. Latulippe's study for our interventions?
 4. Follow-up to pilot projects presented.
- Suggestions about improvements to the structure of the day or presentations:
 1. More humor in workshops;
 2. More practical workshops and "how-to" presentations.

This is by no means the whole list but hopefully this will trigger many of you to put on your thinking caps for next year and consider a presentation. Some of the suggestions received will be passed on to your MDC for follow-up as potential staff development possibilities.

The organizing committee would like to extend a hearty thank you to all the presenters as well as the support staff who work behind the scenes to make this event possible.