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A PLATFORM FOR CHANGE

By Glen Newby, CEO



“The only thing constant is change itself”. “Change itself is exponential”. “Human survival is rooted in the capacity of humans to adapt”. “Organizational success is the result of creating change”.

These are not new concepts, but ones that need regular revisiting in order for human service organizations to remain on the leading edge. New Path is no exception. This past year, New Path has progressed through a robust planning process and has emerged with an ambitious set of strategic priorities, grounded in a solid set of values and beliefs. These form the leadership platform upon which the organization can capture the many opportunities necessarily associated with change. Leadership is all about change and New Path’s mission is to lead and inspire change. From improving the quality of life for individuals and their families through to improving the systems of care, New Path creates caring communities and better futures for people.

New Path’s platform for change is anchored in four priorities.

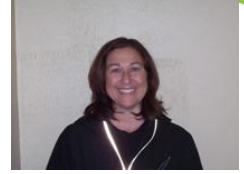
- ▶ Program priorities
- ▶ Stakeholder priorities
- ▶ Organizational Capacity
- ▶ Financial priorities

There is no question that we are in the midst of major global change: political, economic, and social. There will be impacts at the local service delivery level, in the type of services which are delivered, the way they are best delivered, and the rights that individuals have to access which services. Although the future cannot be predicted, New Path has positioned itself to embrace change and innovation, to look beyond the current fiscal challenges, and to develop unique future-oriented ways to help children and youth, and their families. Some of the initiatives presented in this issue of Trail Signs illustrate our enthusiasm to embrace change and serves to create a culture of change within the organization.

TRAIL SIGNS

For further information on any Trail Signs articles e-mail the editor.

Youth Engagement Conference...



By Yolanda Pascal, Care and Treatment Worker, Pinecrest Program

On October 1, 2009, the Pinecrest youth had the opportunity to attend a youth conference entitled, "Youth Voices: Creating New Choices". The conference was initiated, planned, and carried out entirely by youth. The purpose was to raise awareness of mental health issues facing young people and to provide a forum for youth to express their thoughts, ideas, and opinions to service providers. Many youth told their stories, shared their talents, and challenged service providers to hear what they are wanting and needing from them. I am proud to say that two of our young ladies in the Pinecrest Program were an integral part of planning this event. It was truly inspiring to watch these motivated youth from diverse backgrounds come together to stage this meaningful event. Many of the youth involved will continue to work together to create ongoing youth initiatives, because in their words, "we can't just talk the talk, we need to walk the walk." Future plans include developing a newsletter which will speak to youth about mental health, and planning another conference for the Fall of 2010. All who attended this year's event had positive feedback for the youth, and were inspired and excited about the future of mental health services for youth.

FROM A YOUTH PERSPECTIVE ...

Being a youth who helped to plan the event, I would say that planning was much easier than the actual day. Once the day came, I was very nervous, but once the conference started I became more at ease and I thought the day went very well. There were some pretty inspiring speeches. I think that all the youth really got to speak our piece and that the audience really listened to what we had to say. That was amazing! When I shared my own personal story, everyone in the audience listened and was very supportive. That made me feel great! I would definitely do this all over again because I think it is very important that youth have a voice. This conference gave us that opportunity.

Tatjana Kop, Youth Leader, The New Mentality



"The Youth worked really hard during the planning and contributed significantly to the shape of the day. They made it their own."

"On the actual day they went above and beyond what we had planned. They took ownership of the day, telling their own stories. It was absolutely mesmerizing to watch them owning the stage and the day. It was an incredible experience. I couldn't have asked for a better outcome of the day."

Kathy Anderson, MCYS (who helped organize the workshop)

Quotes from the Centre of Excellence ...

"Each year, the Provincial Centre of Excellence for Child and Youth Mental Health at CHEO works with local MCYS regional offices throughout the province to put together a day-long conference in the field of child and youth mental health. The focus of this year's conference in Central East Region was on youth engagement. The day was planned and carried out by a group of enthusiastic, committed young people, including some associated with New Path, from the Central East region working together with Kathy Anderson (Program Supervisor, MCYS) and staff from the Georgian Bay Native Friendship Centre. This important event has laid the groundwork for future youth engagement initiatives, and an ongoing collaboration between young people and adults in the region working together to promote the best mental health for children and youth. The Centre of Excellence was proud to be able to model authentic youth engagement, and we were honoured to support those involved in producing such an inspiring day."

Erin Smith, Centre of Excellence, Youth Engagement Coordinator and Purnima Sundar, Centre of Excellence

Core Competencies Introduced to New Path

By Kelly Seymour, Director of Human Resources



This past fall New Path developed a Core Competency Model that outlines skills, abilities and behaviours that we value for all staff and volunteers. These competencies are aligned with New Path's Mission, Vision and Values that we adopted last year. We believe that these competencies will further define New Path as an organization.

Client/Customer Focus - *Taking personal accountability for ensuring client/customer needs are met, both internal and external to the organization.*

Commitment to Mission, Vision, Values - *Championing the organization's mission and vision and conducting oneself in a manner that is consistent with the values.*

Results Orientation - *Assuming accountability for solving problems and getting work done to achieve goals.*

Engages in Change - *Advocating for change requires resiliency and an ability to initiate, adapt and embrace change in a way that supports the organization's mission and vision.*

Collaboration - *Building strong working relationships both internally and externally.*

Leadership - *Positively influencing others to follow a course of action that supports organizational objectives.*

Social Entrepreneurship - *Using entrepreneurial principles to further social and environmental goals by blending value business models to combine a revenue generating business with a social-value mission.*

STUDENT SUPPORT LEADERSHIP INITIATIVE

By Peter Nagora, Manager



The Student Support Leadership (SSL) Initiative is a 3 year province-wide joint initiative of the Ministry of Education and the Ministry of Child and Youth Services. The purpose is to bring together school personnel and community service providers to improve their understanding of each other's services and access to them. The initiative also promotes partnerships and collaborative service delivery to better meet the needs of children and youth.

Simcoe County's initiative is led by New Path and the Simcoe Muskoka Catholic District School Board. The SSL Steering Committee is a committee of Simcoe County Coalition.

Work has been done on the following major projects, which will continue into next year: Service mapping, Youth Suicide Identification and Prevention Protocol, Evaluation of COMPASS, Single Plan of Care (SPOC) in Schools, Francophone Student Support, and Aboriginal Student Support

The past year has been very productive and exciting and we look forward to continue working on the above noted projects and developing the following projects for the coming year: Suicide Protocol Training and Implementation, COMPASS community school teams' training and development of support tools for Co-Chairs, SPOC in schools implementation, Schools/community Visioning Forum spring 2010, and Training in Integrated Working.

TELEPSYCHIATRY

Telepsychiatry is an electronic way to meet the mental health needs of children, youth and families in Simcoe County in response to the shortage of child psychiatrists in the area. Funded by the Ministry of Children and Youth Services with child psychiatrists provided through the Children’s Hospital of Eastern Ontario in Ottawa, New Path is able to access psychiatric services for clients and staff. Through a video link, clients and staff in Barrie are connected on a large screen to a child psychiatrist in Ottawa and everyone is able to see and hear each other during the session. This Emerging technology has opened wonderful opportunities and benefits for children’s mental health.

Telepsychiatry services include:

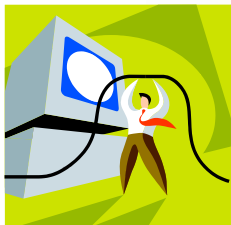
- Consultation with a child/youth and family
- Consultation with a team of New Path professionals
- Training for a large group of New Path staff on relevant mental health topics

STAFF FEEDBACK...

By Jodi Brereton-Souter, Youth and Family Therapist



Telepsychiatry with the Children’s Hospital of Eastern Ontario has been an outstanding resource for the Barrie Youth and Family Services team. Youth are identified as requiring the consultation of a child and youth psychiatrist and then referred to the Telepsychiatry Intake Worker at CHEO. The Telepsychiatry staff select a child psychiatrist whose expertise matches the needs of the youth, and the turn around time for the consultation is very reasonable. The youth with their supports, such as a parent and therapist, participate in the conference. The doctor quickly connects with the team as if they were in the room even though it is a virtual consultation. The professional staff at CHEO has made this experience for New Path staff and the families we serve an engaging, respectful and appreciated asset to our community wellness.



“It was okay to talk to the psychiatrist through the video link. It was neat. I was pretty comfortable with the process and felt that they understood me a lot even though they were not in the same room. The psychiatrist related to me pretty well. I found the suggestions helpful.”

Youth Age 14.



TEAM FEEDBACK...

The COMPASS and ISSP staff utilized the Telepsychiatry process as a team to enhance clinical discussions. Every second month for a period of 8 months the team will spend 1.5 hours with a psychiatrist to consult on various topics. The initial session with Dr. Gandy from the Children’s Hospital of Eastern Ontario addressed the issue of School Refusal. Dr. Gandy asked relevant questions to guide us through the process of how to think clinically about school refusal. He was very engaging and sensitive to the team’s expertise. Most helpful was the way he asked the team to express their thoughts, theories, and suggestions before he offered his ideas. Dr. Gandy was clearly knowledgeable about the issue and he posed some great questions to help us think about the situation from a different perspective. At the end of the meeting he summarized the discussion and offered valuable resources that can be accessed on line. The team felt this was an excellent use of their time and an efficient method to obtain a consultation. It was the start of a new way of learning and we are looking forward to future consultations.



HALO

By Gord Bain, Program Manager, Deerview

The Residential Program in Cookstown has recently begun a unique partnership with "HALO", a non-profit agency that originated in the United States. The HALO Foundation's mission is to enhance the living conditions and provide therapeutic art programs to orphans world wide. Orphans supported by HALO are provided food, water, shelter, clothing, education and an opportunity to explore art. HALO's initiative with our Residential Program was spearheaded by Tanya Alfieri, a volunteer at New Path.



HALO partners with local non-profit agencies such as New Path. They raise money for donations of art supplies (or cash for art supplies) from local businesses and arrange for an art instructor and another volunteer to lead the art sessions. The projects vary and include sculptures, paintings, pastels, creative writing, making jewelry and working with clay. New Path's Residential clients are able to keep the art work they make or they can choose to donate the project. The art projects donated by our clients will be auctioned off to raise money for a girl's program in Kampala, Uganda. Halo's art instructor and volunteer will run the weekly program and New Path staff will provide support. The weekly program began in October with the residential clients in our on-site school program and client feedback has been very positive.

New Path staff and clients joined a Charity BBQ and Art Drive at Blue Beetle Comics in Barrie to raise money for art supplies. The event raised close to \$400 to support the program. HALO reps hope that youth will play more of a lead role in fundraising efforts in the future. Halo views their art program as empowering for New Path clients as it helps them build self-esteem and awareness of issues which impact others worldwide.

For more information about HALO, you can visit their website at: www.haloworldwide.org



“Not Just Jazz 2009”

Once again we found ourselves dancing under the stars at Drysdale’s Conservatory. The weather was great and we raised much needed funds in excess of \$20,000. This event brings together so many people with a common goal of supporting the vital mental health needs of children, youth and their families and helps New Path make a very real difference in the lives of the families we serve.



Michelle Beatty served as the Committee Chair, along with members Christine Devenish, Jennifer Squires, Frieda Skipwith, Wendy Fairley, and Holly Richardson. “I consider Myself fortunate”, says Michelle, “to have had the opportunity to chair the Organizing committee of this event. I was and remain truly humbled and amazed by the generosity of people. Their support, through their donations or attendance, is very much appreciated”.

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The Orillia Common Roof™ A Project with a Vision - Benefits our Community



By Neville Twine, Vice-President New Path Foundation

New Path Foundation is embarking on another ambitious social enterprise project in Orillia after the success and continued growth of two other sites in Simcoe County. This was driven by the need of Orillia human service agencies to find affordable and sustainable office/program space.

A suitable site was recently purchased and is being developed. The Leadership Team with members representing more than a dozen local groups/organizations including New Path Foundation as the lead agency, have collaborated extensively to develop this project for Orillia. Local participation is invited to broaden and enhance the partner base.

Anderson Charters, Board Member for the Sharing Place Food Bank in Orillia says, ***“I have been a committee member for a year-and-a-half and I have watched as the project has evolved from an idea to a fully-fledged community project under the leadership of New Path Foundation. The essential components of a shared facility are in place with cost savings for social service agencies and non-profits as they share overhead, and the one-location service benefits that result from several organizations working co-operatively. The Orillia Common Roof has wide community support and is certainly the single most important project in Orillia that could be singled out for support on many levels.”***

We would love to hear from you: [Email](#) or [Write](#)

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