



Canadian Mental Health Association
Mental health for all

Association canadienne pour la santé mentale
La santé mentale pour tous

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Annual Report 2015-2016



Canadian Mental Health Association
Newfoundland and Labrador

CMHA-NL ANNUAL REPORT 2015-2016

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ABOUT CMHA-NL



Canadian Mental Health Association Newfoundland and Labrador

The Canadian Mental Health Association, Newfoundland and Labrador Division (CMHA-NL), is a voluntary, non-profit, charitable organization established in 1964 to promote a better understanding of mental health and mental illness in the province. As a division of the National Canadian Mental Health Association, our mission is to facilitate access to the resources people require to maintain and improve mental health and community integration, build resilience, and support recovery from mental illness. This mission is accomplished through building capacity, influencing policy, providing services, and developing resources. CMHA-NL division's head office is in St. John's, and we also have two regional offices located in Grand Falls-Windsor (Central) and Stephenville (Western). We are governed by a volunteer board of directors.

For more information on CMHA-NL, please contact us or visit our website at www.cmhanl.ca.

Canadian Mental Health Association, NL Division

Provincial Office

603 Topsail Road
St. John's, NL A1E 2E1

Tel: (709) 753-8550
Toll free: 1-877-753-8550
Fax: (709) 753-8537
Email: office@cmhanl.ca

Central Regional Office

16 Pinsent Drive
P.O. Box 542
Grand-Falls-Windsor, NL
A2A 2J9

Tel: (709) 489-3302
Toll Free: 1-855-489-3302
Fax: (709) 489-3710
Email: central_office@cmhanl.ca

Western Regional Office

157 Minnesota Drive
P.O. Box 17
Stephenville, NL
A2N 2Y7

Tel: (709) 643-5642
Toll Free: 1-855-643-5553
Fax: (709) 643-5122
Email: western_office@cmhanl.ca

President's Report

The past year has been one of consolidating our organization and our service delivery capacity. Here are some of the highlights:

- CMHA-NL purchased an office building on Topsail Road to replace our out-grown leased space on The Boulevard. This will allow us to improve the delivery of our in-house as well as external services. We were supported in this purchase by the Department of Health and Community Services and Newfoundland and Labrador Housing Corporation.
- The new strategic plan was finalized and approved by the board of directors. The plan builds on our previous plan but now places more emphasis on our finances, internal and external communications, and relationship-building with our external stakeholders. Currently, our CEO is beginning the process to operationalize the plan with our staff.
- CMHA-NL's corporate by-laws were updated to address some anomalies and to reflect best practices in the governance of a non-profit organization.
- A new committee structure of the board of directors was put in place but will need some refining as the new board takes office.
- We continued to lobby and were successful in retaining provincial funding for our Think Twice school education program.
- Our regional offices in Grand Falls-Windsor and Stephenville were in full operation and continued to expand CMHA-NL's presence and mental health messaging in their regions.
- On behalf of CMHA-NL I presented to the All-Party Committee on Mental Health of the House of Assembly. The theme of the presentation was on improving the province's mental health system.
- We hosted CMHA National's symposium for all CMHA organizations across the country at the Holiday Inn in St. John's last October, and earned a profit as provincial co-host. At the same time, we held our successful annual Mindscapes Gala, hosted by Mary Walsh, that attracted many symposium attendees as well as our local supporters.
- We supported and participated in the plans and activities of the Community Coalition for Mental Health. Both Heidi Edgar and I were elected as members of its Steering Committee.
- And, our biggest achievement was to recruit a new CEO for CMHA-NL. As part of this process we changed the title of the position from executive director to demonstrate the board's reliance on our new CEO to achieve the board's goals while we stay focused on policy, planning and management oversight.

I want to thank Dan Goodyear for his work to date with the board, our staff and our external stakeholders. We are greatly appreciative of his efforts to date. In addition, I also want to express our appreciation and thanks to Heidi Edgar for her willingness to take on the acting-CEO role during the extended recruitment period and for her many contributions during that time.

CMHA-NL has weathered many ups and downs in its 50+ years. Today, securing our financial future is our top priority. While government has been supportive, they have had to reduce their grants to us in recent years. At the same time support from the community has not been as robust as we feel it can be. To that end we plan to mount a major capital fund-raising campaign with plans to be rolled-out in early Fall. Stay tuned.

As the past year unfolded the demand for mental health services went unabated. From every corner of the province and every segment of our society the need for more and better mental health services, and the appreciation of that need, was raised time and time again.

At CMHA-NL we continue to look at what services are needed, who is best to offer these services and work with others to see how the increasing demand can be addressed. We believe that more not less community-based programming is needed, and that non-profit community organizations like CMHA-NL are often best-positioned to address the gaps in service delivery – as our Think Twice, Justice, Changing Minds and Employment Programs are demonstrating.

On behalf of the Board of Directors I want to acknowledge the contribution to our work by Sheilagh O`Leary who resigned part-way through her term, and the diligence and commitment of our staff in making CMHA-NL as successful as it is.

It has been a pleasure to serve as divisional president.

JOHN G. ABBOTT
President
CMHA-NL

Executive Director's Report **(April , 2015 – February, 2016)**

This last year has been an exciting time for CMHA- NL. Much of this is highlighted throughout this report by staff in their portfolio updates. The profile of mental health and mental illness has continued to see an increase throughout our province and country. CMHA-NL continues to be an active participant and collaborator in many community and government initiatives, for example the housing and homelessness sector. This is an important area for CMHA-NL to be involved as safe, affordable housing is essential for recovery and for all Newfoundlanders and Labradorians. CMHA-NL has representatives on the Provincial Advisory Council for Mental Health and Addictions, End Homelessness Committee, the Rural Advisory Board for Housing and Homelessness, Mobile Crisis Response advisory Committee as well as the Rental Housing Committee. Making the connection with key stakeholders is an essential part of working in the community.

During my time as CEO (acting), I felt it was important to meet with community and government stakeholders to let them know that CMHA-NL is collaborative and open to working with others in the community. Partnerships with other community agencies allow us to form a collective voice as we support the work of one another. Community partnerships also allow us to work together to serve the needs of the community in an effective way. An example of this is the collaboration we formed with Newfoundland and Labrador Housing Corporation to deliver a hoarding conference during Mental Health week in May 2015.

CMHA-NL approved the strategic plan for 2015-2020. A solid strategic plan will provide a guide and vision for CMHA-NL as the provincial mental health organization. It is important as an organization that we are strategic in how we move forward. A significant role of CMHA-NL is that of advocacy. Through this advocacy we challenge the beliefs and attitudes of others that keep stigma alive. We expect that all citizens of Newfoundland and Labrador have a right to live free of discrimination. Together through awareness, education and advocacy we can end stigma.

This year has been a time of growth for CMHA-NL. The regional offices in Grand Falls-Windsor and Stephenville are now both fully operational. CMHA-NL has been well received in these areas and has formed collaborations and partnerships that create an awareness of mental health and mental illness in these regions. We have been able to make an impact in the community through our very active involvement. CMHA-NL expanded its programs and services with the At Work program. The At Work program is an employment program for individuals living with a mental illness who wish to enter or return to employment. This program began in February with funding from the Opportunities Fund for persons with Disabilities through Service Canada and in partnership with CMHA Toronto. This year also saw a resurgence of the workplace mental health program through the hiring of a new coordinator. Workplace Mental

Health is an area we often get called for presentations and information. By working with employers and employees, employees feel more comfortable disclosing to an employer their mental illness or mental health issue. Employers will feel they have the tools to support an employee in a respectful way. This will allow for more mentally healthy workplaces.

Another highlight of this past year is that I have been successful in purchasing appropriate accommodations for CMHA-NL. With an appropriate location for our provincial office we will be able to meet more community needs. It will allow us to raise the profile of CMHA-NL while being inclusive and welcoming of members of the community. I expect there to be an increase in the community utilizing CMHA-NL through walk-in and advocacy services. With a new “home” for CMHA-NL we can expand and grow the organization to meet those community needs. CMHA-NL will move to its new home on June 1st, 2016.

CMHA-NL division was proud to host the CMHA national symposium for all of the CMHA divisions and branches across the country in October. This internal symposium saw CMHA-NL host over 100 delegates from across the country. We had an opportunity to showcase the great work of CMHA-NL as well as learn from other divisions and branches.

I would like to thank the Board of Directors of CMHA-NL for my appointment as Chief Executive Officer (Acting). I would also like to thank the staff of CMHA-NL for their hard work and dedication not only to the organization but to raising the awareness of mental health and mental illness throughout our province. I would like to welcome Dan Goodyear, CEO for CMHA-NL. I look forward to working with Dan over the coming years and support him in his new role in what is already shaping up to be an exciting year.

Heidi Edgar, CCrm, BA, BSW, MSW, RSW
Chief Executive Officer (Acting)

Executive Director's Report

(February, 2016 – March, 2016)

Having joined the team at CMHA-NL in late February, I quickly learned that I had joined a group that was passionate, energetic and dedicated to the mission and goals of the association. I felt, from the beginning, that the group was anxious to fulfill the mandate of CMHA-NL and grow the organization to be ever more responsive to the mental health needs of Newfoundlanders and Labradorians. The group eagerly advised me on the strengths of the association and identified needs that would help us become a stronger, more viable organization. I sincerely thank the staff for their kind welcome, their openness and frank discussions as we move forward in providing greater awareness, education and services to the people of the province.

In my short tenure as CEO I have had the opportunity to review the strategic plan for 2015-2020. This plan provides the direction for staff to develop an operational work plan. Discussions have taken place and a two-day facilitated session has been planned for mid-June. A proposal has been submitted to the Department of Advanced Education and Skills for financial assistance to cover all related cost for this session. It will also cover the cost of having staff join us from both our regional offices in Central and Western Newfoundland.

CMHA-NL has a long history in our province, and for over fifty years we have often been the voice advocating for people with mental health issues. It is critical that we continue to be that voice and to grow our profile, our membership, and our resources to meet the demands of a society that has become ever so much more aware of mental health issues. Through collaboration and partnerships with government departments, community organizations, the private and corporate sector, and associations that provide outstanding direct services to people with mental health issues, we must reach out, educate and engage in open discussion to bring about a broader understanding of mental health issues.

Once again, I sincerely want to thank the staff for a warm welcome and the Board of Directors for their support. I also want to thank the many donors who contribute to CMHA-NL as well as the individuals who choose to participate in events that support us financially. Your contributions are appreciated and invaluable in helping us to help others help themselves. I also look forward to the year ahead to further evaluate, review and hopefully expand awareness of CMHA-NL and the opportunities and services it can provide throughout the province.

Dan Goodyear, CEO, CMHA-NL

Mental Health Facilitator's Report

It has been a busy year for the Think Twice Program. There were presentations at two MUN education classes for instructor Rhonda Joy, and a presentation at CONA Worker Training Program. Summer 2015 was devoted to finishing the Think Twice teachers' manual and slide show for communities that the Think Twice presenter can't physically reach due to time constraints or geographical issues.

Think Twice has also been busy developing presentations for the directors of the Child and Youth Network for the province for the fall and winter. The Program also created a pilot presentation for children with anxiety in Grade four, five, and six. Think Twice has had many new cold calls and requests are steadily growing for mental health and anti-stigma presentations for children and youth.

The past school year started with a Wellness Day at CONA on September 22. There was a great turnout and lots of questions to staff regarding mental health issues. Staff completed the first of several webinars for CYN directors (44) across the province, it was a great success, with many good comments from across the province.

Two class sessions for the center of nursing studies were completed. The sessions were very well received and requested again for the upcoming semester. A mental health presentation for the smokers' helpline call staff was given, and the staff reported that the presentation was helpful.

Think Twice was invited to, and attended the provincial student leadership conference in Glovertown. There were 185 participants over three days. A teachers' cafe for teachers in the area was offered the following Monday for 32 teachers. School presentations were given to most of the schools on the northern peninsula with a stop at CYN for an evening session. Participants sent e-mails stating that the sessions were very helpful.

The Program created and piloted an anxiety presentation for a grade five class at Mary Queen of Peace Elementary School. Staff received a good feedback letter, and a request from the teachers to complete the other classes in the new year.

An anxiety presentation was delivered to the primary school children in Holy Trinity in Torbay (850 participants). Staff said the presentation was well-received by the students, and staff said it would be helpful for the children to learn how to cope with anxiety at that age.

Presentations continued with routes in central Newfoundland, and a second webinar for CYN directors was completed.

Think Twice has presented to over 4000 students since November, and is continuing to get requests from new schools and schools that were visited last year.

Gathering information for the ongoing evaluation of the Think Twice program, and keeping up with the demand to meet all the schools that are left in the province for the 2015/2016 school year has been demanding. There was a brief break in requests due to high schools having January exams at the beginning of that month.

There were 11 presentations at Prince of Wales Collegiate with 320 participants. This was followed with the new elementary anxiety presentations for grade fives, with 120 participants at Mary Queen of Peace to finish off their grade five classes.

The Program was asked to present to the Childcare Coalition of Newfoundland's annual conference. Staff gave strategies and tips to the organization about identifying and dealing with bullying and how to deal with it in a childcare setting.

In February staff was invited to, and attended a mental health day in Little Hearts Ease, then there were mental health presentations given over three days in Corner Brook to 300 participants and multiple classes in multiple grades. This was followed with a day in Prot Aux Basques for grade five anxiety presentations which were received well by the teachers and students.

Holy Trinity had us return for all grades for their anti bullying day.

A Think Twice presentation was reviewed by Memorial University's research exchange group on February 24. The presentation was received well and staff was asked to possibly partner in the future with two organizations that were involved in the group.

Think Twice staff then headed to Gander for two days of presentations for Gander Collegiate.

The following week staff presented to the entire high school at Indian River Collegiate, and continued on to a full anti bullying and mental health day at Grand Falls Intermediate.

Finally, staff ended these sessions, with a trip to Conne River for the second year at the request of the health services workers in Conne River. Staff anchored the day with presentations to the primary and elementary children on bullying, and the junior high and the high school on mental health. All presentations were well received.

Staff has concluded their input in the revisionary process of the evaluation and are awaiting the final report. Following a busy winter, we aided in the completion and review for the final report for government of the Think Twice program. Charmaine Davidge highlighted the importance of the program in the schools, its unique approach, and how well it was received by the students. It was a very favorable report for the Program.

A presentation was created and completed for the Refugee and Immigrant Advisory Council.

Although there was a language barrier, and an interpreter was necessary, staff at RIAC was very pleased with how the presentation ran. The presentation ran for 1.5 hours as opposed to the 1/2 hour time slot that was allotted due to questions and discussion around

mental health. Staff was asked to return to do more presentations at future RIAC gatherings throughout the year.

The Think Twice Program is currently preparing for a presentation to the Recreation Newfoundland directors and staff at their provincial conference in June. We have reached 6931 participants so far this year, and requests are still coming in from schools and youth organizations

Grant Fitzpatrick
Mental Health Facilitator

Policy and Program Analyst's Report

In 2015- 2016, I accomplished a variety of actions to further our mission in terms of building capacity, influencing policy, and developing resources in accordance with CMHA-NL's strategic plan. I was involved in policy work and partnerships to improve mental health for the people of the province. I continued my involvement in educational program development and improving CMHA-NL's information and referral process. I maintained my commitment to mental health leadership and professional development, which culminated in a high-level achievement that will add more value to my work in the organization. While there were many activities to report on in 2015-16, the key highlights from my work during the past year are outlined below.

Policy and Partnerships – I prepared the formal written submission for the All-Party Committee on Mental Health and Addictions and the presentation delivered by the CMHA-NL president to the Committee in June. The All-Party Committee was established by the Government of Newfoundland and Labrador to review the province's mental health system and improve services in consultation with citizens and organizations.

I also supported CMHA-NL partnerships with other organizations to address the mental health needs of the people of the province. I reviewed Workplace NL (formerly Workplace Health, Safety, and Compensation Commission) policies related to mental health and provided feedback to them. I also reviewed content developed by other CMHA-NL staff for the Department of Health and Community Services' new adult mental health app. I also helped solidify our partnership with Western Health and committed to an ongoing relationship with them after our seniors' mental health education program was piloted in their region.

Education Program Development – I had an opportunity to help advance education program delivery throughout the province by participating in the development of new facilitator’s tools. I led the Seniors’ Mental Health Education program facilitator’s materials through a final review process. A PDF manual and PowerPoint were produced, and hard copies of the manual were printed for the offices. I also helped review the new Think Twice facilitator’s manual before printing.

Information and Referral – I coordinated the needs assessment project and was the agency supervisor for the fourth-year MUN Bachelor of Nursing students during their fall 2015 placement with CMHA-NL. The students held a focus group and synthesized data from staff records of calls, emails, and visits to all three CMHA-NL offices for mental health information, services, and support. The students presented the findings of their assessment in a detailed report and made recommendations about data collection and providing information moving forward. The process was significant for CMHA-NL not only because it was the first time that data from all offices was reviewed, but also because going through the process allowed staff to articulate their challenges around keeping records and to consider new opportunities for improvement. It also helped build the students’ understanding of the nature of the mental health problems that exist throughout the province and the gaps in services. To build on this work, I will sit on a new committee with staff members Angel, Tia, and John from our three offices to review and update the current information request form and develop guidelines for staff around data collection.

Housing and Homelessness - I continued to represent CMHA-NL on the Regional Advisory Board (RAB) for rural and remote Newfoundland and Labrador as part of the federal government’s HRSDC’s Homelessness Partnering Strategy. Serving on the RAB was an opportunity to advise on projects that could help people with mental health and addictions problems in rural areas of the province where historically there has been limited access to housing and homelessness supports and services. My term on the board, which had been extended for an additional year, came to an end on March 31st, 2016.

Social Committee - Along with Bev and Rick, I sat as a member of the new Social Club committee. Our work involves organizing events and raising funds in-house for group activities, birthdays, and other social occasions for provincial office staff members. The purpose of the committee is to improve social inclusion and cohesion, thereby improving workplace mental health and morale. Events organized during the year included the birthday club, potlucks, a make-your-own-pizza lunch, and other fun get-to-know-you activities.

Leadership - As part of my own career development, in March I completed the national Certified Health Executive (CHE) program of the Canadian College of Health Leaders (CCHL), which is the top health professional leadership designation in the country. The CHE designation is a significant career milestone that puts me on par with leading professionals in a variety of health organizations across Canada. For my final CHE project, I analyzed a team issue at CMHA-NL from an executive health leadership perspective and recommended solutions that can help shape team effectiveness and

functioning at the organization into the future. I will attend the official CHE graduation ceremony that will be held in conjunction with the CCHL annual general meeting and National Health Leadership Conference in Ottawa in June.

Professional Development - Finally, throughout the reporting year, I attended many presentations and webinars on mental health and health leadership topics relevant to my work. In early May, I attended the first two days of the collaborative response to hoarding conference along with other CMHA-NL staff members. In early October, I completed the Mental Health Commission of Canada's two-day Mental Health First Aid training. Both the conference and the First Aid sessions were valuable to my role not only for the training content, but also for the opportunities to network with other community stakeholders.

I look forward to the coming year, which will mark ten years for me at the Division. I remain committed to furthering CMHA-NL's mission and exploring new opportunities in policy, programs, and mental health leadership.

Heather Pollett, BA, MA, MHS, CHE
Policy and Program Analyst

Justice Program Report

The Justice Program with the Canadian Mental Health Association has been in operation since November 2009. The program serves to address the needs of 25 individuals with mental illnesses, concurrent disorders, or dual diagnoses, who are in conflict with the law, and have complex needs. The Justice Program provides in-reach and individualized support services to persons diagnosed with a mental illness, and have involvement with the correctional system. Support is provided following the individuals release from Her Majesty's Penitentiary (HMP), and aims to promote recovery and a reduction in recidivism. During the individual's incarceration, the Coordinator and Social Work Case Managers provide in-reach mental health counseling, advocacy, and support, as well as a needs assessment to ensure appropriate services are in place for release. Upon release from HMP, the Justice Program staff meets individuals "at the gate", and intensive case management is provided in the community for one year post release.

Throughout 2015-2016, The Justice Program has been highly engaged in providing intensive case management. The program has provided support to 74 individuals thus far. Of these individuals, 51, or 69% have not reoffended or been re-incarcerated. The majority of those who have reoffended have committed lesser offences than their initial offence when they began the program. The program is

currently providing support to 25 individuals with an active waitlist of individuals awaiting service.

The staff of The Justice Program has had an opportunity in the last year to participate in consultations and advocate with many government agencies, on both a federal and a provincial level. The relationship between The Justice Program, the Department of Justice and HMP continues to be strong and respectful. Program staff is asked regularly to participate in case conferences on managing mentally ill inmates at HMP. There is a continued participation in mental health meetings which has developed a subcommittee of peer support for the staff working in the field of mental health at HMP. Staff of The Justice Program helped organize both an Employment Fair and a Mental Health Day for inmates, to provide education and awareness pertaining to mental health and recovery, and explore employment and educational opportunities post release. In addition, the program has a well-established relationship with the court system, which has allowed us to advocate successfully for clients on an ongoing basis during their participation in court processes, including the Mental Health Court program. The Justice Program also continues to spend a large amount of time ensuring program participants have access to resources to ensure their basic needs are met, connecting individuals to community resources and services, and assisting with employment and educational opportunities.

In 2015-2016, the Coordinator of the Program developed and delivered "Healthy Minds", a group therapy program for inmates at HMP who self-identify to be experiencing a concurrent disorder. The group is co-facilitated with the Addictions Coordinator at HMP, and occurs on a weekly basis for 12 weeks. Group sessions cover topics on mental health, addictions, relationships, communication, preventing relapse, coping, and developing and strengthening supports. During this group, each participant develops an individualized recovery plan.

For the sixth year in a row, The Justice Program collected donations and distributed Santa Stockings and Christmas hampers for clients during the Christmas season. Staff also provided a card and a small gift to those incarcerated over Christmas. The Santa Stockings and Christmas hampers were provided through a partnership with the Salvation Army and the United Way. Each year, there is a lot of positive feedback and appreciation provided, and Program participants look forward to receiving the donations.

The Justice Program team consists of one Program Coordinator, and two Social Work Case Managers. In the past year, The Justice Program saw a change in staff as Heidi Edgar temporarily filled the role as Chief Executive Officer, and Rick Parsons moved out of his case management role and into the Program Coordinator role. The program welcomed Deidra Stagg to our program as a Social Work Case Manager. Deidra has significant experience supporting individuals with complex mental health needs. Rick Parsons is approaching his fifth year with the organization and The Justice Program, and Christina Tobin is approaching her second year. This allows for continuity and stability

in the program as the history is maintained. The Justice program believes in the responsibility of providing mentorship, and fostering collaboration with the School of Social Work at Memorial University to assist with the Bachelor of Social Work (BSW) program. During this reporting period, the Justice Program has mentored three (3) students through their field placements and look forward to continuing this relationship in the future. Program staff has also developed relationships with the University of Calgary, University of Victoria, and University of North Dakota to accept Bachelor and Master of Social Work students.

The Justice Program believes that through appropriate and meaningful community supports, those involved in the criminal justice system with mental illness can reintegrate into society with positive results, inevitably improving their quality of life as they work toward recovery.

R. Parsons

Rick Parsons, BA, BSW, RSW

Manager of Fund Development and Communications' Report

Hot Soup Cool Jazz

In its eighth year, **Hot Soup Cool Jazz** is an annual event in support of youth homelessness and poverty across our province. The beneficiaries of this year's event were Choices for Youth, Jimmy Pratt Memorial Soup Kitchen, Jimmy Pratt Foundation, Wreck House Jazz and Blues, and CMHA-NL. Many thanks to our presenting sponsor TD Bank, our media sponsor CBC, all of the participating restaurants, donors, and guests. Hot Soup Cool Jazz remains one of the most unique events in the city and we are very proud to serve approximately 500 people each year. Many hands make light work is an understatement when it comes to this team. As a result, 80% of all monies raised go directly to the five organizations!

Tickle Swim for Mental Health

In its 3rd year this year's Tickle Swim was a huge success boasting 18 swimmers who raised over \$22,000! We would like to thank our swimmers for taking on such a tremendous physical and mental challenge as well as raising much needed funds so we can continue to offer our programs province wide. We would also like to thank all of our safety support volunteers and the Town of Portugal Cove St. Phillips and Wabana for your continued support.

CMHA National Conference

CMHANL was pleased to host the Annual National CMHA Conference in St. John's this year. Colleagues from across the country came together to discuss strategic goals and directions in an effort to increase our "Collective Voice" as we implement our strategic plan. It was a great opportunity for branches and divisions to present on their flag ship programs, fundraising directions, and share ideas and best practices for nationwide collaboration.

Mindscales Exhibit and Gala

Our gala this year took on a slightly different look. Given we had our colleagues in town from across the country we decided to change things up to accommodate both our loyal patrons, but also our CMHA guests. We were pleased to have Mary Walsh host the event, as well as enjoy a beautiful performance by the Ennis Sisters and the Jimmy Thomson Trio. We would like to thank Bell Aliant for supporting us once again as our presenting sponsor.

Pancake Breakfast

For three years now CMHA-NL has been a proud partner in the **CBC Pancake Breakfast**. The beneficiaries included CMHA-NL, Iris Kirby, John Howard, Choices for Youth, and NLHHN. We would also like to thank the Church of the Ascension Mt. Pearl for hosting our event in support of homelessness and housing for the second year in a row.

FOG OFF

"A brand with a powerful, meaningful and relative message that we all can relate to!" - We are very pleased, and grateful, to enter into a growing partnership with Tim and his brand. FOG OFF will be donating 10% of all gross sales from their St. John's store to CMHA-NL. Check them out!

Volunteering with CMHA-NL

On behalf of CMHA-NL I would like to thank our dedicated volunteers. Bill McGrath is a vital support to CMHA-NL and the administrative work associated to our fun raising efforts. Thank you Bill for all that you do! I would also like to thank Nikki Brown. Nikki was a SWASP student over the summer and supported the Mindscales call for submissions as well as the Tickle Swim. Nikki has since stayed on as a volunteer to support our Stewardship program. We would also like to thank the Bell Aliant Pioneer Volunteers for your continuous support of our Gala each year.

CMHA-NL would like to offer a special thank you to our **Champion Donors:**

KBAC Constructors

Bell Aliant

In Memory of Robbie Run

Muskrat Falls

Eastern Health

Paragon Offshore Canada Ltd

Newfoundland Liquor Corp

Stewart McKelvey Lawyers Advocates
Moksha Yoga St John's Inc.
Pratt Representatives of Newfoundland
Toyota Plaza Dan Penney
Department of Health & Community Services
Emera
FOG OFF Clothing Co
NLHC
United Way Work Place Campaign
Barrett's Funeral Home
Cahill Technical
Congregation of the Sisters of Presentation
Department of Justice, Government
Grand Bank Social Club
Newfoundland Power
Sisters of Mercy

This coming year is a year of great financial difficulty for CMHA-NL and we need your help! CMHA-NL is calling upon all our members to take action. Whether your support is in the shape of a monthly donation, a seat at our upcoming gala, an in kind donation, a fundraising idea or event, or promoting a training opportunity we need your help! Please contact me at any time to find out how.

Beverley Hiscock, B.A., CCRM
Manager of Fund Development and Communication

Central Regional Coordinator's Report

Working with CMHA-NL from mid-2015 to early 2016 has provided me many unique opportunities to put a different face to the Association's Central Regional Office. I did this while also continuing to carry out the vision, mandate, goals and objectives effectively. CMHA-NL's Central Regional office had closed for a short period of time, but reopened its doors and resumed regular duties on May 11, 2015. As the temporary regional coordinator, I quickly jumped in head first with hopes to have our presence felt in Central Newfoundland and Labrador. With that said, I was able to continue to be heavily involved in past events, groups, and workshops with our current stakeholders, yet also develop new initiatives and establish more relationships with new stakeholders which were not in place before - ultimately improving the mental health services,

education, and awareness at a community, regional, and provincial level. I also worked closely with our Western stakeholders until early August. I strongly believe that our organization has grown through the projects, events, and even simply from addressing requests for information from the public in our Central region. An important goal has been to further the values of CMHA-NL in Central. The following are just some highlights from May 2015 to January 2016 in which CMHA-NL was active in our Central Region.

Violence Prevention South & Central: I continued to serve as a Board member with **Violence Prevention South & Central** as CMHA-NL's Central Regional Coordinator had done so in the past. Most notably, CMHA-NL played a role in assisting with attaining a housing unit for women (with or without children) who have experienced family violence and abuse. This aims to work towards personal and economic independence and a future free of violence. I assisted with development of the second stage housing application. Housing rentals are tentatively scheduled to be available in February 2016. Preparation for *Violence Prevention Month* has also begun, and I was able to attain *Violence Awareness and Action Training* as well.

CHANNAL: CMHA-NL continued its efforts to expand on a great partnership with the Central office of **CHANNAL** until **CHANNAL**'s office closed down at end of May. I was able to attend and speak at **CHANNAL**'s *Rally for Recovery* event in Grand Falls – Windsor. CMHA-NL will continue to partner with **CHANNAL** once their office reopens.

Bishop Falls Correctional Centre: CMHA-NL now has become connected to the **Bishop Falls Correctional Centre**. A skills group for the inmates will commence in the spring of 2016. Our western regional coordinator has copies of the six-week group (facilitator's guide) available for all three offices.

Collaborative Partnerships in Hoarding Response: I have been instrumental in working closely with a smaller group that came together from the **Collaborative Partnerships in Hoarding Response** Train-the-Trainer group. This group was trained during CMHA-NL's Mental Health Week from May 4 to May 8, 2015. In meeting with said small group, we reached our goal to create a generic, easy-to-understand presentation which can be both used by all Train-the-Trainers who completed the training, but also understood by all audiences.

Other Community Events: CMHA-NL participated in **Newfoundland and Labrador Credit Union's 12th Annual Walk-A-Thon** in Grand Falls – Windsor which aimed to raise funds for the Association. I represented CMHA-NL at the **YMCA/Youth 2000 Centre (Y2C) Healthy Kids' Day** event in Grand Falls – Windsor by presenting important information on mental health to children and their families/caregivers. I participated in the **second annual Remembering Robbie 5K Run/Walk** by running 5K for Mental Health while also providing resources and speaking at the event. The grand total of funds raised during this event was generously donated to CMHA-NL's programs and services. I attended and spoke at **Status of Women Central's PRIDE week 2015 flag raising event**, a **World Suicide Prevention Day** walk in Bishop's Falls, as well as the

Take Back the Night March hosted by our community partners **the Status of Women Central and Violence Prevention South & Central**. I also had the opportunity to organize an anti-bullying event partnered with **Status of Women Central, Youth 2000 Centre (Y2C)**, **YMCA**, and **the Town of Grand Falls – Windsor**. This saw **Legend City Wrestling Superstar Mr. Fantastic** travel to our region to promote anti-bullying for children and youth.

Central Housing and Homelessness Network (CHHN): I continued to serve as a board member for the **Central Housing and Homelessness Network (CHHN)** as CMHA-NL Central Regional Coordinator had done in the past. Most notably, I spoke to **CHHN's** and the **Salvation Army's Sharing Our Skills (SOS) Group** on Mental Wellness. I also assisted with planning a community information session where a guest speaker spoke on the topic of *NIMBY – Not In My Back Yard*.

Professional development sessions/education: I had the opportunity to speak to **Life Unlimited for Older Adults** about Delirium and the importance of knowing your mind as you age. This in turn opened doors for CMHA-NL to travel within the Central region and provide health care professionals (i.e., **Central Health** employees and privatized long-term care facility staff) with professional development on this interesting topic. I also implemented workshops for **Central Health** employees on the topic of Mental Health Recovery during *Mental Illness Awareness Week*.

Talk to your Family Doctor Project: I completed a “**Talk to your Family Doctor**” project throughout Central Newfoundland and Labrador which received positive feedback. This project (which was first put forward by previous Central Regional Coordinator) allowed me to distribute posters and pamphlets in doctor's offices and clinics across the Central region to remind individuals that it is okay to talk to your family doctor about your mental health just as you would talk about your physical health. With that, I applied for funding for the Western Regional office to carry out said project in CMHA-NL's Western region of the province. The funding proved successful and the project is currently in process of being completed in the Western region.

Senior's Resource Centre's Caregivers out of Isolation Provincial Advisory Committee: I served as a committee member with the **Senior Resource Centre's Caregivers out of Isolation Provincial Advisory Committee**. In particular, CMHA-NL played a role in assisting needs and gaps in the Central region for people who identify as caregivers for those living with a mental illness. I also assisted the **Senior Resource Centre** with developing their Navigation Series regarding Mental Health Emergency information.

Mental Health Commission of Canada (MHCC): I organized a Meet and Greet event with Louise Bradley, President and CEO of the **Mental Health Commission of Canada (MHCC)** in Gander at Fraser Road United Church on October 16, 2015. Mental health professionals and CMHA-NL stakeholders (i.e., **Central Health** and other community groups highlighted within this report) within the Central region attended this event to

share knowledge, build relationships, and work collaboratively to improve mental health services for all.

Newfoundland and Labrador English School District (NLESD): I had opportunity to give numerous presentations to many different schools throughout the **Newfoundland and Labrador English School District (NLESD)**. This has been done in part through collaboration with **Central Health**. Topics include “Mental Health in the Classroom” for teachers, guidance counsellors, and support staff, as well as Wellness Cafés throughout the region. These are dynamic lunch and learn sessions targeted towards students in grades 9 to 12 which aim to address mental health, wellness, recovery, and ways for students to debunk the stigma attached to living with mental health issues (i.e., anxiety and depression).

Community Coalition for Mental Health Newfoundland & Labrador (CC4MHNL): I was appointed to CC4MHNL’s steering committee as the Central Region Representative. I continue to be the voice for the **CC4MHNL** in the Central region as we move forward in completing our goals as outlined in our mission and mandate.

Youth 2000 Centre (Y2C): I have completed many presentations and events with the **Youth 2000 Centre (Y2C)**. Most notably, I was invited to be the guest speaker for the “*Christmas for Mental Health*” *Christmas Social* which was hosted by the **Youth 2000 Centre’s Exploits Youth Committee**. I also actively participated in the planning and orchestrating of the *Stuff-A-Bus* fundraiser which aimed to provide backpacks and school supplies for families in need. For the year 2015, we served 287 youth across the Central region.

Central Health Mental Health and Addictions: I was an active member of **Central Health’s Wellness Committee**. I would support promotion of mental health and addictions information throughout my region. I also was given the privilege of selecting winners from an art contest in which the winner would have their work displayed on a placemat throughout the Central region all while promoting messages of mental wellness. In addition to this, a **Caregiver Support Group** for those who identify as caregivers for individuals living with mental illness has been fully developed in partnership with the **Regional Mental Health Promotions Consultant and a registered Nurse with Central Health**. CMHA-NL successfully attained \$500 in funding from **Newfoundland Power** to facilitate this group beginning Spring 2016. I also served as a community member for the **Quality Improvement Team for Central Health’s Mental Health and Addictions Services** as CMHA-NL had done before. This provided an opportunity to write a short article about CMHA-NL services and program for **Central Health’s** e-newsletter.

Troy Hollett, BSW, RSW
Central Regional Coordinator

Western Regional Coordinator's Report

The 2015-16 fiscal year was very busy and exciting for the Western Regional Office. In mid-August 2015, the office reopened after a period of closure due to staff vacancy. Community partners were thrilled to have CMHA-NL back up and running in the Region, and immediately welcomed the new Regional Coordinator with open arms and a long list of upcoming events, awareness activities and projects to become involved in.

Following the development of numerous community partnerships, Western office began receiving requests for presentations and activities. We developed a Post-Traumatic Stress Disorder talk-back presentation for first responders and began offering the presentation to police in September. It has been developed and modified into an expanded version for mental health service providers and is now available provincially.

The Western Regional Coordinator is involved in various Regional partnerships, committees and working groups such as the Suicide Prevention and Action Committee, Housing and Homelessness Support, Homelessness Partnering Strategy for Rural and Remote NL, Mental Health Working Group, Coalition to End Violence, as well as the Bay St. George Trauma Team and Status of Women's Council. We have been involved in educating para-medicine students on PTSD at the College of The North Atlantic; have presented to students on stress and suicide; have participated in teacher professional development days to inform them on mental illness support and recognizing warning signs of youth with suicidal thoughts; and are involved in training health care providers to recognize depression and suicidal thoughts in seniors.

This year, Western office also reinvented the six-week Life Skills group for incarcerated individuals at the West Coast Correctional Centre, and began offering the group every Wednesday afternoon. Presently, over twenty incarcerated individuals have completed the program and were awarded with CMHA-NL certificates of completion. Topics include mental health, housing, employment, and resumé building, anger management and relationships, and budgeting skills.

November marked the grand re-opening of the Western Regional Office, and Acting CEO Heidi Edgar, Central Regional Coordinator Troy Hollett, and Justice Program Coordinator Rick Parsons attended. The turnout was spectacular, and approximately 70 community partners, government representatives, and service users attended. We had the opportunity to share the office's plans for the upcoming year and developed a few new partnerships. Western Regional Office has been involved in serving at the Community Café, a free lunch served to the community of Stephenville every month. We have had many opportunities to speak to community members about mental health services in the Region, and have shared many of our awareness and informational handouts for people to take home.

In the Fall, the Western Regional Office was awarded a grant from the Community Addictions Prevention and Mental Health Promotion Fund, Department of Health and Community Services, in the amount of \$2,745.50. The funds were used to print hundreds of promotional posters and pamphlets that encourage individuals to “talk to their doctor” about their mental health. Materials were sent by Canada Post to over 55 physicians’ offices in Western Newfoundland to be displayed in waiting rooms. Information in the brochures and posters support anti-stigma awareness and reach individuals with mental illness at one of the most common first points of contact; at family physician visits.

In early March, Western Office partnered with Give Me Back Productions to offer a play at the Arts & Culture Centre on mental illness for high school students from across the Region. The Western Regional Coordinator was on hand after the play for a talk-back session where students could ask questions about mental health and mental illness. We also offered a wellness day at one of the primary schools to teach children about stress and worry, and how to feel better when worry becomes a problem.

In the coming year, the Western Regional Coordinator will be involved in furthering the SEAK project in partnership with Atlantic CMHA offices and the Department of Education. Together, we will oversee a three-year pilot project that brings social and emotional learning techniques directly to children in their classrooms. The goal is to improve the mental health of children in the classroom setting so that they are better equipped to regulate stress and emotions with the assistance of their teachers. Community members from across the Region continue to access CMHA-NL’s Western Regional Office to obtain information, to be pointed in the right direction for services, and to receive support.

We are excited about the upcoming year and all the new endeavours the Western Regional Office will be involved in.

Angel Compton-Osmond, MSW., RSW
Western Regional Coordinator

At Work Case Managers’ Report

“Your present circumstances don't determine where you can go; they merely determine where you start.” [Nido Qubein]

Introduction

The above quote very aptly describes the philosophy behind the *At Work* program as it relates to its potential clients. Irrespective of whatever circumstances an individual might

find themselves in, particularly in terms of any mental health or criminal justice issues, those circumstances will not be the determinant of whether that person can access competitive employment. Rather, those circumstances will merely serve as the starting point from which to achieve that person's employment goals.

What is the At Work/Au travail program?

At Work is funded by the Government of Canada's *Opportunities Fund for Persons with Disabilities*. The program is being delivered in 13 communities across Canada and overseen by CMHA-Toronto who developed the program.

The program was designed to assist individuals with mental health issues and who are unemployed (or under-employed), to obtain and maintain competitive employment. Specifically, it will provide employment support, job maintenance and job retention services to participants with mental health disabilities as well as to provide employer awareness activities and financial incentives to employers that will assist them in filling their hiring needs.

It is open to any individual aged 16 years of age or over, legally entitled to work in Canada, who self-identifies as having a mental health issue and who is unemployed or under-employed. In order to qualify for the program, individuals must not be EI eligible. Prior involvement in the criminal justice system will not be an impediment to the program.

The program does have a limited wage-subsidy component that can be utilized to encourage small and medium-sized employers ((SMEs) to hire employees. The amount, duration and nature of a subsidy will be determined on a case by case basis and set out in a wage subsidy agreement.

Participants can be referred by various social service organizations and agencies in the local St. John's metro area or an individual can also self-refer. Once referred, an At Work Employment Case Manager (ECM) will have a potential program participant complete and sign a Participant Information Form (PIF) which will be faxed to CMHA-Toronto who will consult with Service Canada on the non-EI eligibility criterion. Once national office confirms approval for the program, the ECM will then proceed with a typical intake process and begin to provide new participants with the individualized services they may need to achieve their stated employment goals.

At Work is a three-year program which began in some centres in August of 2015. However, CMHA-NL's program began in February of 2016 and will conclude on August 20, 2018. The program may be funded for a subsequent period.

Program Implementation and Status

To assist with getting the late-starting program up and running in a timely fashion, a 2-day on-the-job training session was arranged with the CMHA-PEI Fitzroy Centre in PEI. CMHA-PEI had been doing an employment support program for several years and their At Work project was a smooth transition and started on time. Their staff was quite versed in supportive employment programs generally and the At Work program specifically. The two newly-hired ECMs travelled to Charlottetown and participated in the training on February 12-13, 2015.

The ECMs then proceeded to develop all the necessary forms (Referral, Intake, Return to Work, Consent, etc.) and information brochures for the promotion of the program.

Both ECMs decided that the best way to ensure getting early referrals to the program was to meet with relevant community and government social service organizations and agencies. As well as secure clients for the program, this strategy also contributed to building strong partnerships with those agencies. A lot of time and effort went into making contact and setting up meetings. At the writing of this report, meetings had been arranged with some nineteen (19) organizations.

One agency/contact of note is the CCEPP or Community Career and Employment Partnership Project. CCEPP is an initiative of the Department of Advanced Education & Skills (AES) that links community agencies (some 15 of them) working in the area of supportive employment in the Avalon Region, NL. Elayne Greeley manages the initiative and was a tremendous source of information and advice. Elayne also provided an initial promotional boost by posting information about our program on the much-viewed CCEPP website.

A press release was developed and approved by the national office and the funder and was released on April 21, 2016.

Finally, plans are being made to use Mental Health Week (May 2-8) to focus on the process of contacting and securing local employers for the program.

The intense outreach to community organizations and agencies paid off. Beginning in late March, referrals began to come in and, at the writing of this report, there have been nine (9) of them. Eight (8) PIFs have been submitted with seven (7) being approved. One (1) individual was not approved due to being EI-eligible.

At Work staff is now working with these seven (7) participants, providing the necessary supports and services to assist them achieve their employment goals.

Final Remarks

We would like to end this report with two apropos quotes from our new CEO, Dan Goodyear, contained in our recent Press Release:

“At Work will be a great addition to the programs and services we offer our clients. It fits our overall vision of ‘mentally healthy people in a healthy community.’ It will promote inclusion by enhancing the right of all individuals to choose and access meaningful and competitive employment in the community.”

“It is our experience that for people who have struggled with mental health issues, a job is not just a job,” said Goodyear. “It is often the chance to lead an independent, productive, and fulfilling life, one that can contribute to personal recovery.”

We totally agree with Dan. At Work is a wonderful program that serves a great need in the community and is an important addition to the suite of programs and services offered by this great organization.

In closing, we would like to thank acting CEO Heidi Edgar for all her advice and support as we embarked on this new program. We also thank our new CEO for his help and support in promoting our program.

We would be remiss if we did not offer a really big thank you to all the other super staff of CMHA-NL whose friendly and warm welcome and support made it so easy to fit in and feel very comfortable in the organization. We have been nothing less than awed and amazed at the wonderful work they do.

Finally, it is a privilege to be a part of this program and serve the clients in our care.

Ken Kavanagh
Employment Case Manager

Sarah Jones
Employment Case Manager

Minutes – 2015 AGM

**Canadian Mental Health Association
Newfoundland and Labrador Division (CMHA-NL)
Annual General Meeting
Friday, June 12, 2015, 10:30 a.m.
The Suncor Energy Fluvarium**

Minutes

1) Call to Order

The 2015 Annual General Meeting was called to order by CMHA-NL President, Mark Gruchy, at 10:35 a.m. Mr. Gruchy welcomed those in attendance, and directed their attention to the delegate kits which had been distributed. He advised that when a motion is called for, all those who move or second must give their names and must be paid members of CMHA-NL.

2) Approval of Agenda

Mr. Gruchy called for a motion to approve the Agenda as presented. F. O'Neill reminded those in attendance that only paid members may vote.

MOTION: to approve the Agenda as presented; moved by F. O'Neill; seconded by B. Cryderman. Carried.

3) Adoption of the Minutes from the 2014 Annual General Meeting

Mr. Gruchy asked everyone to review the Minutes which were included in the Annual Report and called for a motion to adopt the Minutes.

MOTION: to adopt the minutes as amended; moved by J. Abbott, seconded by E. Sawdon. Carried.

4) Adoption of the Annual Report 2014-2015

M. Gruchy informed those in attendance that reports from all areas of CMHA-NL could be found within the Annual Report. He noted that over the course of the last six years CMHA-NL has grown and become a credible, respected organization. He observed that interest in serving on the Board and working with CMHA-NL had grown. The Board had felt a need to put limits on directors' terms, and as a result several people were cycling out including M. Gruchy. He stated that he had spent approximately 10 years on the Board as a director, Vice President, and President, and that he will continue as Past President, and will work with the Coalition for Mental Health.

M. Gruchy observed that the issue of mental health had reached critical mass, and that organizations are coming together to work collectively. He noted that he had spent the first part of the year speaking at schools and that students had declared that they want to be the generation that sees the end of stigma. He stated that people external to mental health organizations are using social media to arrange events and address mental health issues. He stated that mental health organizations need to be nimble and responsive, and to move on issues. If not organizations like CMHA-NL will end.

CMHA-NL's President informed the assembly that John Abbott, CMHA-NL's Vice President wants to create a monument for those who lived and died at the Waterford hospital. CMHA-NL's responsibility as an organization with history is to continue, and to contribute the historical aspect.

G. Skinner asked M. Gruchy about the current status of permanent accommodations for CMHA-NL. Mr. Gruchy informed him that CMHA-NL had made an offer on a building (603 Topsail Road).

M. Gruchy asked for a motion to approve the annual report.

MOTION: to adopt the 2014-2015 Annual Report; moved by G. Skinner, seconded by S. O'Leary. Carried.

5) Audited Financial Statements

M. Gruchy noted that the auditor's report was not available at this time because they had misunderstood the timing of the AGM. The audited financial statements will be available in June. Approval for the statements will be sought either electronically or via a meeting. F. O'Neill asked if the membership was going to approve the auditors for next year (as is usually done at the AGM). P. Fifield noted that auditing services will be tendered for the next fiscal year.

Appendix

CMHA-NL Audited Financial Statements 2015-2016



St. John's, NL – CMHA-NL 2016