



2023/24

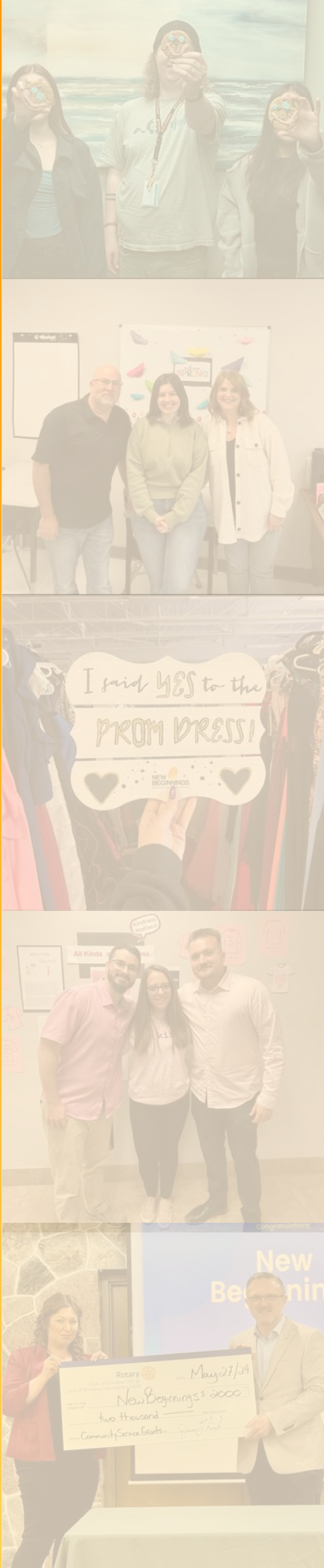
**NEW
BEGINNINGS**
Where Opportunity Meets Potential

Annual

REPORT

www.newbeginnings.com

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Our Land Acknowledgement

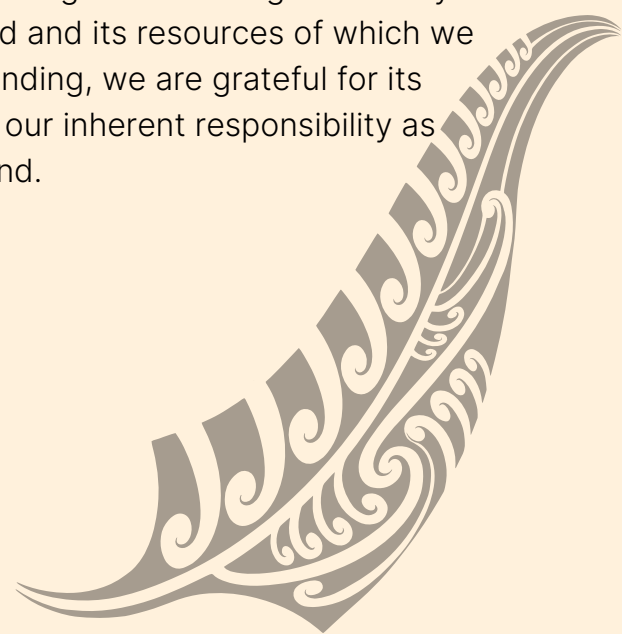
New Beginnings would like to acknowledge that this land on which we gather is the traditional territory of the Anishnaabeg people of the Three Fires Confederacy (Ojibwe, Bodewadmi, and Odawa). Because of our region's unique location along the Detroit River, many groups have called this area home, including Haudenosaunee, Attawandaron (Neutral), and Huron (Wyandot) peoples. Today, many Indigenous People and Metis across Turtle Island still call this area home.

Indigenous Peoples are caretakers of Mother Earth and realize and respect her gifts of water, air, and fire. First Nations Peoples have a special relationship with the earth and all living things in it (Assembly of First Nations). In our role as service providers to vulnerable and at-risk children, youth, adults, and families, New Beginnings feels a profound kinship with our country's Indigenous Peoples as the original caretakers of the Earth and all of its inhabitants. New Beginnings wishes to express its ever-deepening commitment to understanding and rectifying settler's abhorrent impact on Indigenous Peoples and our ensuing unremitting dedication to Truth and Reconciliation.

We cannot speak meaningfully about reconciliation without also avowing the truth that it was enslaved Africans, brought here en masse, who built these cities that we call "ours".

Today, we work, live, and love in cities built with stolen labour on stolen ground.

It is with sadness, but with great respect, that New Beginnings acknowledges that any expression of gratitude to First Nations' people for the land and its resources of which we continue to claim for our use is inadequate, notwithstanding, we are grateful for its continued use and pledge to be unceasingly mindful of our inherent responsibility as occupiers of their beautiful land.





Our Vision

Holistic programs for individuals, families and communities providing opportunities for growth and development.

Maximizing potential through opportunities



Our Mission

New Beginnings values every person as unique while promoting growth through individualized, flexible, and collaborative service provision.



Our Value Statement

Board President Report

On behalf of the Board of Directors, it is my privilege to once again recognize the highly skilled and dedicated staff and management of New Beginnings. They have continued to provide valuable services to the families in our community with a professionalism that is acknowledged and highly regarded by our community. It has also been recognized by the Ministry.

The new Sober Living Residential Program has continued to be a success in our community. Additionally, New Beginnings has welcomed the Integrated Employment Services Program, the expansion of the Youth in Transition Worker Program; and the new Youth Risk Prevention & Intervention Program which the Building Safer Communities Fund supports. Including the Sober Living Residential Program, these initiatives resulted in '5' new FTEs and one new Management position in the role of Coordinator for Youth Risk Prevention.

The Board is proud to acknowledge these initiatives and successes.

Furthermore, the Executive Director and management team were successful in settling a new collective agreement. They continue to work with staff to incorporate wellness initiatives. In addition to the above, they held strategic planning sessions with staff, managers, and community partners including an engagement session with the Board.

The Board of Directors would like to acknowledge our Ministries and some of the key service partners whose collaborative work enables New Beginnings to celebrate success and overcome challenges.



Thank you to:

The Ministry of Children, Community and Social Services – Youth Justice Service Division
 The Greater Essex County District School Board
 The Windsor Essex Catholic District School Board
 The Windsor-Essex Children's Aid Society
 Windsor Police Services
 Youth Probation
 The City of Windsor
 Building Safer Communities Fund

Lastly, the Board would like to recognize our Executive Director; that in addition to her full-time duties and responsibilities as Executive Director, she completed the Master of Social Work Program. This will certainly build on the skills and professionalism she already demonstrates in her role as Executive Director.

The Board of Directors has every confidence that New Beginnings will continue to position us at the forefront for the delivery of sound, innovative, evidence-based programming.

In closing, on behalf of the Board of Directors, I would like to convey to the Executive Director, the Management team, and all of the staff members, our recognition of your hard work and commitment. You continue to have our unwavering support as we look forward to what the next year will bring. It has been and is our privilege to assist you.

Sincerely,
 Donna J. Vickers
 Board Chair

Executive Director Report



As I reflect on the past year, I am filled with immense gratitude and pride in the achievements and growth of our organization yet again. The journey we have taken together has been remarkable, and I am honored to share with you the highlights of our year, the dedication of our staff, the launch of new programs, and our strategic goals for the future.

“
This year has been one of transformation and resilience.
 ”

We navigated challenges with unwavering determination, emerging stronger and more united. Our programs have reached more people than ever before, providing essential support, resources, and opportunities for those in need. We have strengthened our community partnerships, deepened our community engagement, and made a lasting impact on the lives of the children, youth, and families we serve.

Our accomplishments would not have been possible without the tireless efforts and dedication of our incredible staff and management team. Their passion for our mission, innovative approaches, and commitment to our service users have been the driving force behind our success.

This year, we were thrilled to launch several new initiatives designed to address the evolving needs of our community. The introduction of the Integrated Employment Service program CareerWise brought on board additional employment and clinical staff as well as the ability to provide youth and young adults with various services and trainings.

The expansion of the Youth in Transition Worker program enabled us to add two additional staff to continue the work of assisting youth in their journey from child welfare to independent living with tailored support and guidance.

Our Sober Living Student Residence program continues to thrive, offering stable housing and essential life skills to youth in need, ensuring they have a safe and supportive environment. The addition of a support staff to this program increased our ability to provide wraparound support to the youth residing with us.

In collaboration with the City of Windsor, and through the support of the Community Safety and Wellbeing Plan, we are excited to expand our clinical services through the Youth Risk Prevention and Intervention team, delivering additional mobile mental health support and crisis intervention to high-acuity youth in Windsor and across Essex County. Designated as the project coordinator for this new initiative, we are also proud to support multiple designated Guns & Gangs projects across the region, as well as the launch of a Regional Crime Prevention Council.

For the first time, we are embarking on a comprehensive strategic planning process. This initiative will help us set clear priorities, align our resources, and chart a course for sustained growth and impact. We are excited to build on our successes and continue our journey toward greater influence with strategic goals such as expansion of services, strengthening partnerships, advocacy & awareness, capacity building, and outcome measurement.

In closing, I want to express my deepest appreciation to our supporters, funders, donors, and community partners. Your belief in our mission, willingness to collaborate, and your generous contributions have been instrumental in our progress. Together, we are creating a brighter, more promising future for our youth.

With gratitude,
 Stacey Yannacopoulos
 Executive Director

Our Leadership Team

Board of Directors

Dr. Gregory Zvric
Mr. Jason Crowley
Mrs. Donna Vickers
Mr. Ben Rhyno
Mrs. Zoja Holman
Ms. Silvana Slavic
Ms. Laure Khalil
Mr. Tristan Miller

Management Team

Stacey Yannacopoulos, Executive Director
Betty Green, Director of Agency services
Kristin Durham, Coordinator of the Non-Residential Attendance Centre
RJ Marchant, Coordinator of the Windsor-Essex Child & Parent Place
Siobhan Pantin, Coordinator of Community Programs
Christian Morneau, Coordinator of Clinical Services
Hayley Wilson, Program Coordinator

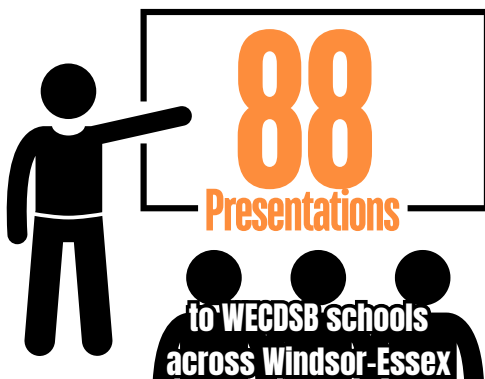
NON-RESIDENTIAL ATTENDANCE CENTRE

The Non-Residential Attendance Centre remains a vital resource for at-risk youth in our community, offering a range of evidence-based programs that are strength-based and trauma-informed. Through our strong partnerships with youth probation, child welfare services, and local school boards, we receive direct referrals to our specialized classrooms as well as individual and group outpatient counseling.

This year, we continued to utilize our satellite locations in Leamington and Amherstburg, which have been instrumental in expanding our reach. Looking ahead, we are committed to exploring additional areas within the county that would benefit from increased access to our services. Our goal is to ensure that no youth is left without the support they need to thrive.

At NRAC, our mission is to empower the youth referred to and enrolled in our programs to become positive, contributing members of the community. Our dedicated staff works tirelessly to create a safe, non-judgmental environment where youth can explore alternative behaviors and begin to reshape their futures. By modeling pro-social behaviors in every interaction, our staff helps to build the respectful, trusting rapport that is essential for meaningful change. Our wraparound support services, grounded in a cognitive-behavioral approach, focus on the thoughts and perceptions of youth, helping them to understand how these can translate into behaviors that negatively impact their lives and communities.

This year, we made significant strides in program development, including the introduction of the Stand Strong Bullying Prevention program and updates to the Embracing Differences and Digital Wellness programs. These enhancements were driven by our ongoing assessment of community trends, particularly the increased need within the school system to address issues of bullying, racism, and discrimination, both in schools and on social media platforms. In response, the NRAC team facilitated an impressive 88 presentations across Windsor-Essex County schools for the Catholic school board, directly addressing these critical issues and equipping students with the tools to navigate them.



Youth Mental Health court Worker
supported:



For:



NON-RESIDENTIAL ATTENDANCE CENTRE

Our specialized classrooms—Transitions, Compass, and Connections—continue to provide individualized, flexible, and adaptable services, ensuring that each youth's educational and therapeutic needs are met. This year, we saw a significant increase in referrals to the Connections classroom, particularly from the Greater Essex County District School Board (GECDSB), with referrals rising an outstanding 484.6% for the 2023/2024 school year. We are also proud to celebrate the achievements of two youths in the Transitions classroom who successfully graduated with their Ontario Secondary School Diploma—a testament to the hard work and dedication of both the students and our staff.

Additionally, the Windsor-Essex Catholic District School Board (WECDSB) continued to recognize the value of our non-academic programming, leading to a significant number of student referrals for both educational and therapeutic services. This growth reflects the increasing trust and reliance on NRAC's services within the educational community.

As we look to the future, our primary goal is to continue enhancing and refining our programs to ensure they remain both relevant and impactful in addressing the evolving needs of the youth we serve. Our objectives are clear: to provide evidence-based, trauma-informed support that empowers young people to make positive changes in their lives, develop resilience, and become active, contributing members of the community.

We are committed to delivering outcomes that make a tangible difference in the lives of our youth. The progress we've made this year is a testament to the dedication of our team and the strength of our partnerships. We are proud to have created an environment where youth can safely explore alternative behaviors, build self-esteem, and develop positive relationships.

Together with our partners and our dedicated team, we will continue to provide the comprehensive support and guidance necessary for our youth to overcome challenges and achieve brighter futures.



REFERRED TO



“Demonstrating the program's effectiveness in helping youth transition back into mainstream education and rebuild their academic and social lives.”

CLINICAL PROGRAMS

Our Clinical Programs continue to make significant strides in addressing the complex needs of youth across Windsor-Essex. This year has been marked by notable achievements, program expansions, and a deepened commitment to delivering innovative, evidence-based interventions. The Risk Intervention and Prevention Program (RIPP) and the Youth Risk Prevention and Intervention Initiative (YRPII) have been integral in serving youth who face multiple risk factors, including legal conflicts, substance abuse, mental health challenges, and socio-economic issues. Since its inception in 2016, RIPP has provided essential services to youth aged 12-20 in Windsor, Tecumseh, Belle River, Amherstburg, and LaSalle. The program has supported approximately 80 families this year, reflecting its commitment to addressing both individual and family needs.

RIPP's impact extends beyond direct support, with over 25 community presentations and workshops conducted, including diversity events and life skills groups in our Sober Living residence. This year, thanks to Public Safety Canada's Building Safer Communities Fund, we expanded our services to tackle youth gun and gang violence more comprehensively. The addition of a Program Coordinator and two dedicated youth risk intervention and prevention workers has enhanced our capacity to serve youth aged 10-26 across Windsor-Essex.

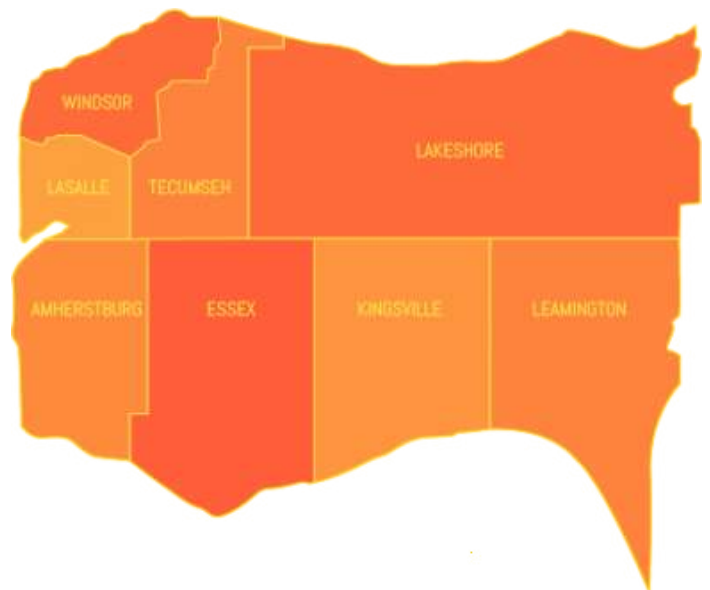


CLINICAL PROGRAMS

The YRPll team, through partnerships with the Windsor-Essex Community Safety and Well-Being Plan team and other local agencies, has facilitated a symposium on local prevention initiatives related to youth violence, featuring presentations by Windsor Police Services and the Ontario Provincial Police on pressing issues such as human trafficking. We are also proud to say we hosted our first-ever March Break Camp, engaging 25 youth in activities such as basketball, art, and cooking, and fostering stronger community connections. The Program Coordinator also co-chairs the Windsor-Essex Regional Crime Prevention Council, focusing on developing and implementing preventive safety practices.

We continue to offer art therapy as a key component of our clinical services, offering both individual and group sessions. Art therapy provides a creative and therapeutic outlet for youth, facilitating emotional expression and healing. This modality complements our existing mental health services by addressing a range of psychological needs through creative means. In addition, we have enhanced our specialized mental health services to support youth with complex mental health issues and those who have sexually offended and been charged. Our specialized team is dedicated to providing targeted interventions that address the unique challenges faced by these individuals. Through individualized care plans and evidence-based practices, we aim to support their rehabilitation and successful reintegration into the community.

Our commitment to integrating a range of evidence-based therapeutic modalities and specialized services into our programs underscores our holistic approach to supporting youth. As we look forward to another year, we are excited to build on our successes, expand our reach, and continue our mission of fostering resilience and positive outcomes for youth and families across the Windsor-Essex Region. Our ongoing efforts reflect the vital role of community programs in providing holistic support and enhancing the well-being of youth. By working collaboratively with community partners, we strive to create a supportive and thriving environment for all.



SOBER LIVING STUDENT RESIDENCE

We are thrilled to enter our third year of operations of our Sober Living Post-Secondary Student Residence program. These residences were thoughtfully established to support and encourage students committed to a sober lifestyle for various reasons, including health and wellness, religious beliefs, or recovery from substance misuse, as they pursue higher education at college or university. Our residences provide a structured and nurturing environment designed to help each student achieve their personal and academic goals.

One of the standout features of our student residence is the comprehensive, wrap-around support we offer through New Beginnings' existing services. Residents benefit from seamless access to our outreach, clinical, drop-in, and employment programs, which collectively contribute to their overall well-being and success. This integrated approach is a key factor in the program's success and sets it apart from other student housing options.

A unique and invaluable aspect of this program is that now in addition to our Resident Advisor, we were able to implement a Sober Living Residence Support staff. Thanks to a grant from the Building Safer Communities Fund, we were able to create this vital role, further enhancing the support available to our residents.



Our support staff play a crucial role in assisting students with transportation, life skills development, and fostering community connections. Most importantly, they are dedicated to helping residents achieve their personal, emotional, and academic goals, ensuring that each student has the resources and guidance they need to thrive.

The development of this program has fostered a close-knit community among our residents, where they actively support and encourage one another to reach their fullest potential. This sense of community, coupled with the integrated support we provide, has allowed our residents to focus on their education, employment, and personal well-being while maintaining their commitment to a sober lifestyle.

As we move forward into another year, we are deeply grateful for the opportunity to continue this important work. We eagerly anticipate the continued growth and achievements of our residents, and we are committed to supporting them every step of the way on their journey to success.

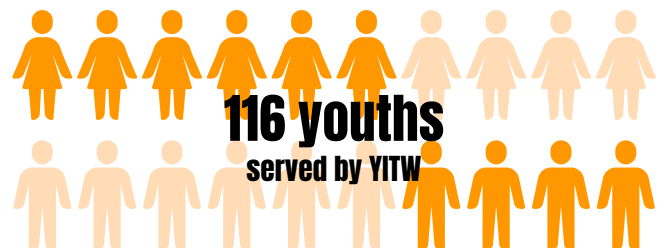
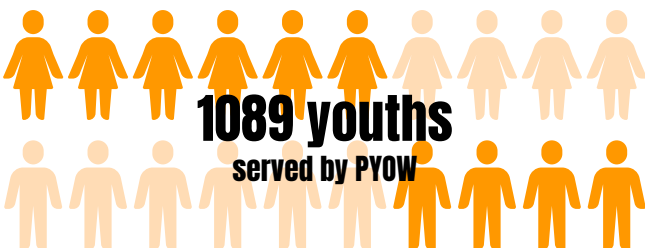
YOUTH OPPORTUNITIES STRATEGY

The Youth Opportunity Strategy (YOS) stands at the forefront of empowering youth, guiding them to realize their full potential and become active, productive members of our community. Our comprehensive approach, marked by collaboration and wraparound support, serves as a model for others in the field.

Our PYOW team has significantly advanced our mission, offering exceptional support in priority neighborhoods. This year's Say Yes to the Prom Dress event surpassed all expectations, with record attendance and remarkable community engagement through increased donations. The PYOW team has also broadened its reach with a diverse range of drop-in groups, including Eats and Education, Wellness Wednesdays, Resume and Employment Help, and Art Groups. We have maintained a strong presence at key community locations, including the Youth Wellness Hub, Windsor Youth Centre, Windsor Essex Community Housing Corporation, and Bruce Park Potlucks. Notably, our collaboration with St. Clair College's Community and Justice Studies Program for their Capstone Project exemplifies our commitment to mentoring and innovation, guiding students in developing new program ideas.

Our Youth in Transition program plays a pivotal role in supporting youth as they transition from the child welfare system into adulthood. This year, we expanded our services by adding another full-time YITW to encompass the entire Windsor-Essex Region, enhancing our support network. Our close partnership with Windsor-Essex Children's Aid Society ensures seamless access to our programs and effective navigation through the referral process. Additionally, our involvement in the innovative and ground-breaking Youthrive Program underscores our dedication to promoting independence and life skills development to youth who are receiving support through the Ready, Set, Go (RSG) program.

The transition from Youth Job Connection (YJC) to Integrated Employment Services (IES) enabled us to create our new employment service program, CareerWise. This new model has revolutionized our employment services, creating a streamlined, client-centered approach that addresses the complex barriers youth face in securing employment. This model has not only improved efficiency but also expanded our partnerships with regional employers, significantly enhancing employment opportunities for youth. CareerWise meets the needs of local job seekers, businesses, and communities through a system that is locally responsive, client-centered and outcome-focused.



YOUTH OPPORTUNITIES STRATEGY

The Youth Employment Experience Program (YEEP) has also experienced substantial growth, reflecting increased participation from both youth and employers. The recent addition of an Employment Support Counsellor represents a significant enhancement to our capacity to tackle the complex barriers affecting youth employment. This role is pivotal in providing specialized, holistic support that addresses not only the immediate employment needs of youth but also the underlying social and emotional challenges they face, bringing a comprehensive approach to addressing the multifaceted issues impacting youth employment. By integrating social work principles with employment services, the Counsellor offers tailored interventions that address individual barriers such as mental health concerns, trauma, family dynamics, and socio-economic challenges. This integration ensures that youth receive the support they need to overcome obstacles that might otherwise impede their employment prospects.

The staff at YOS remains unwavering in our commitment to pioneering innovative ideas and programs that transform the lives of youth and their families. Our dedication to providing individualized, flexible, and collaborative support not only distinguishes us as leaders in the field but also underscores the profound impact of positive community programs. Positive community programs are essential in shaping a brighter future for youth. They offer more than just immediate support; they provide a foundation for long-term growth, resilience, and success. By addressing the diverse needs of youth and fostering their development through comprehensive, supportive initiatives, we empower them to overcome challenges and seize opportunities.

Our programs are designed to be adaptive and responsive, reflecting the dynamic needs of the communities we serve. Through our creative vision and commitment to excellence, we ensure that every youth has access to the resources, guidance, and encouragement they need to thrive. This holistic approach not only supports individual achievement but also contributes to the overall well-being and vitality of the Windsor-Essex Region.

As we look ahead to another year, we are inspired by the progress we have made and motivated by the potential for even greater impact. We are excited to build on our successes, deepen our partnerships, and expand our reach. By continuing to innovate and deliver high-quality programs, we remain dedicated to fostering a supportive environment where children, youth, and families can flourish. In partnership with our community, we are committed to creating lasting positive change, reinforcing the importance of investing in our youth, and ensuring that our programs remain a beacon of hope and opportunity for all.

**Employment
Programs reached
100%
of their target**



WINDSOR-ESSEX CHILD & PARENT PLACE

WECAPP (Windsor Essex Child and Parent Place) continues to be an essential resource for families in our community, providing a safe, neutral, and child-centered environment for supervised visits and exchanges. Our dedicated and skilled staff are committed to supporting families through what can often be challenging circumstances. We offer these critical services at our main location in Windsor and our satellite site in Leamington, ensuring accessibility for families across the region.

This year marked significant milestones for WECAPP. It was our first full year operating under the guidance of the Ministry of Children, Community and Social Services (MCCSS) and the first under the leadership of our new program manager, R.J. Marchant. Under this new direction, we have seen both the introduction of innovative initiatives and the continued growth of our core services.

To better meet the needs of the families we serve, we have transitioned staff scheduling and client requests for observation notes to a digital format, improving efficiency and reducing wait times. Additionally, we have standardized communication and policies with lawyers throughout the city, fostering greater consistency and clarity in our operations. The demand for our services has grown significantly, particularly at our Windsor location, which has led to the expansion of our operating hours. This allows us to focus more intently on the unique needs of our clients, offering them the support they require when they need it most.

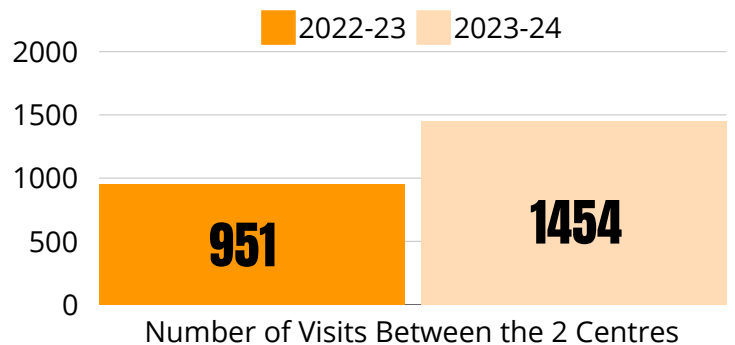
As we adapt to the evolving needs of our community, our staff have faced new and complex challenges. In response, we have increased our investment in specialized training to ensure our team is well-equipped to handle these demands. Looking ahead, we plan to continue expanding our services and facilities to better serve the growing needs of families in Windsor-Essex.

The positive impact of WECAPP's services cannot be overstated. We are not merely providing a space for supervised interactions; we are offering families a lifeline—a place where children can maintain vital relationships in a secure and supportive environment. The peace of mind this brings to parents and guardians, knowing that their children are in a safe space, is invaluable. Our program plays a crucial role in fostering healthy, stable family dynamics, ultimately contributing to the well-being of the entire community.

We remain committed to our mission of providing a safe and supportive space for families, and we are proud of the positive impact WECAPP continues to have on the lives of those we serve. As we look to the future, we are more determined than ever to expand our reach and deepen our impact, ensuring that every family in need has access to the support they deserve.

145 Families Served

1587 Exchanges were arranged between both Windsor and Leamington centres.



MISSION MOMENTS & YOUTH IMPACT STORIES

Moayed Mahmoud CareerWise Client

My name is Moayed Mahmoud. Referred by a friend, I joined the New Beginnings program, where the Youth Employment Team welcomed me with open arms. Although my story with them didn't start long ago, their support has profoundly impacted my professional journey.

The Youth Employment Team provided invaluable assistance. Their expertise ensured that I presented my best self to potential employers. One of the standout aspects of the Youth Employment Team was their proactive approach. They didn't just assist with the basics; they went above and beyond by actively reaching out to companies on my behalf. Their dedication to my success was evident in their willingness to make personal contacts and recommendations for every job I applied to. This level of commitment significantly boosted my confidence and expanded my network in ways I hadn't anticipated.

Thanks to the tireless efforts and support from the Youth Employment Team, I secured a job not long after beginning the program. This achievement was a testament to the comprehensive and hands-on approach of the New Beginnings team. Their support didn't just help me find a job; it equipped me with the confidence to pursue my career goals effectively.

Reflecting on my journey, I am profoundly grateful to the incredible team who made this possible. My experience with the Youth Employment Team has been nothing short of life changing. Their support has been a cornerstone in my professional development, and I am excited about the future knowing I have such a dedicated team behind me.



Stephanie Carroll CareerWise Client

My name is Stephanie Carroll I am in the CareerWise Program with New Beginnings. I am very grateful for the help and experiences that the people and program offered me.

I was at a point where things were really not going well, job wise. I was having a hard time finding employment but with the help of New Beginnings Employment Team as well as the program supports, I was given opportunities that I am very happy to have had.

I found employment fast and was able to prove my skills and ability to the potential employer! I feel like I was given a real chance because of the support of the program. I really appreciate the work shoes and clothing that I required to start work. And I really needed a pay check to catch up on bills from not being at work! The employment team are amazing people who care about the people they help. I appreciate the program.

 A photograph of a piece of light green paper with a jagged, torn edge. The words "SUCCESS STORY" are printed in bold, dark red capital letters on the paper. The paper is set against a light green background.

SUCCESS STORY

MISSION MOMENTS & YOUTH IMPACT STORIES

Parent Feedback Summer Camps

My kids had an absolute blast at the March Break program. They're huge fans of soccer, basketball, and football and were thrilled to see basketball on the list. They couldn't stop talking about how incredibly friendly and welcoming everyone was. My kids attended the basketball/fitness, yoga/art and movie/mad science camps. The instructors were top-notch and taught them some amazing new skills that left them itching to attend again in the future. I'm thrilled that this opportunity exists for them and so many other kids in the community. Thank you for bringing this program to life and giving my kids an unforgettable experience!



Quinn Schwab YRPII Client

When I started the program, I was going there with an open mind about what I could work on. I feel like now it has helped me control my anger more and be more of a calm person.



Kiristian Gola

Youth in the Substance Abuse Program

"New Beginnings has helped me completely cut off cravings, the first couple days attending was a bit difficult but a couple weeks after I had completely quit vaping."

Emilina Turner

Youth Working with a YOW

"New beginnings has benefited me because my worker and the other staff are very supportive, and helpful. Anything I need they have all helped me with! I have been working with my YOW for a few months now, and she's helped me through so many different things! She's been by my side since the first day and she's still here. I couldn't ask for a better worker. I suggest that kids or teens come here!! It is the best, and they have saved me in so many ways"

EVENTS & HIGHLIGHTS

Say Yes to the Prom Dress



March Break Camp & Summer Camps



EVENTS & HIGHLIGHTS

Fundraisers



DiverCity BBQ



Staff Wellness Event



Grants



EVENTS & HIGHLIGHTS

Information Booths



Special Days & Holidays



Student Placements



STAFF WORK ANNIVERSARY RECOGNITION

Cassandra Sieler-Van Every-10 years

Cassandra has been a valuable and dedicated member of New Beginnings since 2014 working in Open Custody and Detention and then moving into her current role as a Youth Employment Worker.

Cassandra's attention to detail and exceptional case management skills are an asset to the agency as well as her willingness to support her team members and the agency as a whole. She demonstrates a great amount of attentiveness and determination and has assisted in keeping track of all program data in order to ensure that all targets were met or exceeded. Cassandra has displayed commitment to developing therapeutic relationships with youth which was evident during many competitive games of Skip Bo.

Cassandra continues to network and develop community partnerships to assist youth with their employment needs. Cassandra, we are so excited to see what the future holds for you, and we congratulate you on the exiting milestone of 10 years of service.



Jeff Kozolanka-35 years

Jeff Kozolanka has been a valuable and dedicated member of New Beginnings since 1989 working in several programs including Open Custody and Detention, Rossini group homes and YOS where he currently works as the Youth in Transition Worker.

Jeff exhibits genuine pride in the work that he does each day and for the agency as a whole. He has developed a reputation within the community for his warmth, resourcefulness, strength and telling stories about the past. He is very enthusiastic to work with clients and provide any type of support that he can. Jeff is always ready to assist his fellow staff members when necessary and is a great role model for his team members.

Along with his Youth in Transition Worker role, Jeff is also the staff trainer in many different areas including NVCI, CPR, and Adolescent Suicide Prevention and Intervention. He is passionate about professional development and the opportunity to share the knowledge and skills to new and existing team members. Jeff, we are so proud of your accomplishments and your continued commitment to excellence. Thank you for your 35 years of service.

STRATEGIC PLANNING

This year, our organization embarked on a strategic planning process aimed at refining our approach and ensuring that we continue to meet the needs of our community effectively. This process involved multiple steps to gather input from a diverse range of stakeholders and has provided us with invaluable insights that will shape our future direction.

We began by engaging our staff through a staff engagement session designed to capture their on-the-ground experiences and perspectives. Following this, we held a session with our Board of Directors to align on strategic priorities and governance, ensuring that our leadership is fully invested in the strategic direction we are setting.



To expand our understanding beyond internal perspectives, we convened focus groups with key community partners across various sectors, including justice, education, community organizations, and health and mental health.



In addition to these engagements, we conducted a community survey to capture a wide range of opinions and expectations from the broader community. This survey offered a platform for individuals and organizations to voice their thoughts, helping us to better align our strategy with community needs.

Client focus groups were another critical component of this process. By directly engaging with those we serve, we gathered firsthand feedback on their experiences and expectations. This input is essential for ensuring that our strategic plan is truly client-centered and responsive to the needs of those who benefit from our services.

A dedicated sub-committee was formed to synthesize the feedback collected from all these sources and to prepare a draft of the strategic plan. This draft will form the basis for our final strategy, guiding our organization's future actions and decisions.

Throughout this process, we have taken the opportunity to re-examine our mission, vision, and values. Reflecting on these core elements has been invaluable in ensuring that our strategic plan is aligned with our foundational principles. This introspection helps us to reaffirm our commitment to our mission, clarify our vision for the future, and reinforce the values that guide our work. By doing so, we ensure that our strategic plan is not only responsive to current needs but also deeply rooted in the principles that define our organization.



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INDEPENDENT AUDITORS' REPORT

To the Board of Directors of New Beginnings (Essex County)

Report on the Financial Statements

Opinion

We have audited the financial statements of New Beginnings (Essex County), which comprise the statement of financial position as at March 31, 2024 and the statements of operations, change in net assets and cash flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2024 and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

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INDEPENDENT AUDITORS' REPORT - continued

Those charged with governance are responsible for overseeing the organization's financial reporting process.

Auditors' Responsibility for the Audit

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.



INDEPENDENT AUDITORS' REPORT - continued

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Baker Tilly Windsor LLP

Chartered Professional Accountants
Licensed Public Accountants

June 26, 2024