



2021-2022 ANNUAL REPORT



London Family
Court Clinic

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Message from our **Executive Director**

As I look back at the past 9 months as the Executive Director of LFCC, I am humbled at the resiliency of our team both on the frontlines; and those who work in our back offices, behind the scenes who support the business and administration of our services and our people.

Each person within our organization maintains a vital role in the overall operations of LFCC. From safety to service delivery, my goal for the first year as E.D. is to create foundational fiscal stability and to place the focus back onto our people and culture. The non-profit sector can be uncertain; but through those dynamics, our people have maintained their composure; ensuring we continue to function at a high level.

Leading through new hybrid work models; a continued pandemic effect and creating accessibility for marginalized communities continues to remain a key focus for LFCC and myself. My strategy is to renew, rethink and rebuild our human resources and organizational platform to ensure an improved employee experience which is well-positioned to recognize the value and contribution of our staff; increase our diversity, inclusion, and accessibility model; and to drive optimal service delivery. LFCC is providing a vital service to people everywhere, especially to children, who are the most vulnerable. People are depending on us, and we will continue to rise to the challenge.

Our newest endeavour, Beacon House London (Child & Youth Advocacy Centre) will be no different. I am proud LFCC is the Lead Agency; and through our strong community partnerships and collaboration with Police Services, CAS and LHSC, I know that Beacon House will be successful in creating a singular access point for child and youth victims and survivors of violence; to move them and their families effectively through a multidisciplinary approach of care and advocacy.

I personally want to thank the staff at LFCC who have been tasked with so much this year. I expect a lot of them; and they continue to rise and surpass every challenge and ask placed in front of them. I am grateful for them all. I also want to thank the Board of Directors for their unwavering support of our Agency and me.

Our Board is a diverse group of professionals who share our vision of building resiliency for our clients before, during and after the justice system. Thank you as well to our community partners, funders, and those to contribute to the organization either through volunteerism or donation.



I would also like to congratulate Dr. Kim Harris and the team of clinicians at NavOn. NavOn is a strong entity lead and supported by thought provoking clinical leaders. I wish them well as they continue to achieve clinical success through their fee-for-service model.

Lastly, I want to thank and recognize our frontline clinicians – your commitment and discipline are critical to maintain our service continuity.

It is my priority to support you in this important endeavor to continue to deliver services to our communities and those in need. Your aligned support of LFCC's vision is seen and appreciated.

To conclude, I wish to thank all who have tirelessly worked alongside LFCC. I greatly admire the professionals and clients alike who have actively sought out LFCC's clinical expertise and allowed us to be part of their journey to positively impact and help change the lives of so many for today and all their tomorrows.

Respectfully,

Tuhin Jajal, Executive Director of London Family Court Clinic

Message from our **Board President**

To say that this past year has been a year of unprecedented change would be an understatement. The ongoing challenges with Covid, change in leadership at the organization and board level and the launch of our new social enterprise; NavOn. I would like to acknowledge and commend the staff of LFCC who have embraced these changes with trust, agility and resilience. A model to us all!

The pandemic has continued to present challenges and yet, opportunities to shift and change how we work and offer services has continued to evolve. LFCC will emerge from the pandemic a stronger more flexible and dynamic organization as we integrate what we have learned through this experience into our future work and service practices.

A change of Leadership in an organization is often difficult. Dan Ashbourne, our respected and valued leader officially retired in August of this year. On behalf of the Board of Directors, I would like to formally thank Dan for his dedication and excellence in leadership and clinical practice. Dan is well known as a distinguished and collaborative leader within our community. Fortunately, this is not goodbye but a transition. We will continue to benefit from Dan's clinical expertise as a clinical consultant with NavOn.

We are very fortunate to recruit and hire Tuhin Jajal as our new Executive Director. Tuhin brings to our organization a history of exceptional leadership skills and business knowledge.

Tuhin's passion for LFCC is contagious and he has the ability to engage and inspire everyone who works with him. We look forward to working with him as LFCC navigates through this year of change.

I would also like to take this opportunity to thank Darlys Corbitt, our past president as she retires from the LFCC Board after 10 years of services. Darlys assumed the president role during the emergence of the Covid pandemic and has kept us on course, working toward the launch of NavOn.

As a result of our strategic plan, a change in our organizational structure has been evolving over the past couple of years with a lot of work and effort from Dr. Kim Harris and the NavOn team, Dan Ashbourne, our external consultant Brenda Kerton and our Board of Directors. I am pleased to congratulate everyone in the successful launch of our social enterprise NavOn August 1st, 2022. LFCC and NavOn will continue to work closely together.



Dr Kim Harris and Tuhin are working in close partnership to ensure that this happens.

This past summer, our priority as a board has been recruitment of new members for both the LFCC and NavOn Boards of Directors. We will be welcoming new members this fall.

As we look forward, our board will be working closely with Tuhin on "Renewing, Rethinking and Rebuilding" LFCC's financial stability, our organizational platform and human resources practices.

In closing, I would like to thank all the staff, board members, community partners and supporters of LFCC. We appreciate all the work you all do in making LFCC the great organization it is.

Mary Ann Tucker, President of the Board of Directors of London Family Court Clinic

Judge Genest Fund

In the early 1970s, Judge Genest gathered a group of local professionals to pursue the idea of a local Family Court Clinic, modeled after one established in Toronto. The major stumbling block – funding – fell away when Dr. Naomi Rae-Grant secured support from the Ministry of Health. As Judge Genest continues the story: “a modest complement of staff was hired, a volunteer board of directors was established, and in 1974 the London Family Court Clinic was started.”

The Child Witness Project is a program that Judge Genest was particularly proud to support. Since its inception in 1987, the Child Witness Project has helped prepare thousands of children to testify in criminal or youth court proceedings.

Judge Genest believed that youth adequately supported with kindness and fairness, will want to do well for themselves and their community. This is the philosophy on which LFCC was built.

Judge Genest’s legacy continues to support youth in a very real way at LFCC and throughout our community. We are grateful to be able to administer financial support to the clients we serve through an annual gift received in memory of Judge Genest.

We continue to be inspired by the memory of Judge Genest’s commitment to youth and remain grateful for his efforts in bringing his vision to life.

Judge Maurice Genest

May 17 1930 – August 9, 2006



The picture of Justice Genest on the bench with a young person on the witness stand illustrates the overwhelming experience of having to testify as a child. It demonstrates the unique and special needs of children that are different from those of adults who are called to testify. This depiction of a young, vulnerable witness and a judge speaks to the importance of special accommodations and support for young witnesses in a justice system that depends on seeking a full and candid account from those who are testifying.

Frank Brennan Award

Each year the Frank Brennan Award, named in tribute to a fondly remembered colleague from the early days of the London Family Court Clinic, is awarded to a peer working in the social services sector. Frank was 65 when he joined us and, to our great loss, he died five years later. He brought years of wisdom gained as a probation officer but also the legacy of a rich and remarkable life that included the experience of fighting in the Spanish Civil War, where he met Ernest Hemingway.

Frank, with his literate style and humorous nature, made his mark both on the children he counseled and the community he served.

Like Frank, the recipients of the award that bears his name provide exemplary service to local children and families in crisis.

They work within their own organizations and participate in broader community initiatives to exemplify the qualities for which Frank is remembered: compassion, integrity, respectful treatment of clients, effective communication, dedication to advocacy, and support to colleagues. With respect for Frank's strong sense of humanity, we continue to honour his life amongst us.

This year's recipient of the Frank Brennan Award is a person with whom our staff have clients in common. We have witnessed first hand the positive effect Sarah has on clients, co-workers and by natural extension, the community at large. It is a pleasure to work with Sarah and we are proud to recognize her skills, compassion, commitment and impact. Sarah Koelen has worked at St. Leonard's Community Services in the Attendance Centre Program (ACP) since January 2021.

Congratulations to the winner of the 19th Frank Brennan Award

Sarah Koelen



"In this job, I work with youth involved in the justice system and can confidently say that I love this line of work. Connecting with youth is something I am very passionate about and I strive to be creative in building rapport with my clients. This may be through delivering a variety of programming, supporting clients through challenging situations, engaging in recreational activities or even just chatting during a simple car ride. There is no greater feeling than seeing even the smallest of smiles on my client's faces. Their resilience both empowers and motivates me to come to work every day hoping to make a change!"

Wayne Willis Award



Wayne Willis worked at LFCC for over 40 years as a clinician. He took pride in being the first employee of LFCC. Wayne was respected for his commitment and unique skills in working with our youth. Every year we recognize the success of a youth that experience positive changes because of their involvement with LFCC.

Each year front line staff nominate a youth they've worked with to receive this award. The selected youth is recognized for taking significant steps to change the direction of their lives. Last year's recipient attended the presentation that reminded us of the power of hope and perseverance. Below is a copy of the note of appreciation that sparked his nomination for this award.

We thank the London Community Foundation for the financial support of this award through the Judge Maurice Genest funds.

This year's recipient of the Wayne Willis Award is SM, a 19-year-old young man who resides in London, Ontario. He became involved with LFCC in the summer of 2020 right through until the fall of 2021. SM struggled with mental health and substance misuse challenges. All the while, the COVID pandemic was well underway, often complicating, and thwarting SM's progress towards his goals.

SM was primarily involved with the agency through the Youth Therapeutic Court program. Counselling sessions were instrumental in assisting him in regaining a sense of purpose and focus in his life.

Through his involvement with our agency, SM's determination and engagement grew immensely which contributed to significant personal growth. SM diligently engaged in school programming and completed the MPLAR program to earn his gr. 9 and 10 credits. Initially, he only had one credit and had earned 18 credits by the fall.

He then registered at Weable and was well on his way to completing his high school diploma. At the time, he also decided to complete the Goodwill Industries Youth Job Connection Program for employment training and had developed many important skills to help him prepare for the workforce. SM reflected positively on this experience, which further assisted him in improving his self-confidence.

Most importantly, SM accepted responsibility for his actions and is looking toward the future with renewed optimism and hope. He has made amends with his family and his decision-making is congruent with his promise to himself and specifically, his grandfather. SM was well-deserving of the 2021 Wayne Willis Award and respectfully and humbly accepted this award.

On the evening that SM received his award, he asked that I share his sincere gratitude and appreciation with all the staff at LFCC.

Alan Leschied Award

The creation of the Psychology Residency Consortium instilled in us a sense of common values and purpose in clinical training – reminding the supervisory team that all our lives have been touched and elevated by supervisors, teachers, mentors, and senior colleagues who have taken the time to see our unique personalities and gifts to help us succeed in difficult training programs to find where we truly fit in clinical practice.

Colin and Dilys had extensive conversations about their shared experiences of a special supervisor who truly provided meaningful mentorship and scaffolding experiences to help us not just survive but thrive while training to become psychologists.

As inquired with colleagues, the name of one such “unicorn” supervisor came up again and again - Dr. Alan Leschied.

Alan Leschied is a unicorn supervisor because he is rare. He has magical abilities to see the purely good and strength in trainees and clients. And he extends that magic through his personality and professional style to make sure those who are struggling do not get left behind.

If you are lucky enough to know Alan, then some of that glittery magic has rubbed off on you. And glitter is really hard to get off! It becomes part of you and you realize that you want to extend the same sensitive and relationship-focused training to others when they are learning from you.

This year, we honour the spirit of gifted and giving mentors who have gone above and beyond to support us and ensure our success. We do this through the introduction of the Alan Leschied Award for Sensitive and Relationship-focused Mentorship. Nominations were solicited across NavOn, LFCC, and MJWCYDC and the winner was selected by the Residents, Brad Daly and Armush Salahadin.

We are proud to announce the first recipient of “The Alan” is Dr. Ashley Bildfell, former Resident and current supervised practice psychologist at NavOn.

Congratulations to the winner of the 1st Alan Leschied Award

Dr. Ashley Bildfell



So to Ashley, we want to remind you of the words of the great Alan when we introduced this award to the LFCC/NavOn Community:

“My colleagues taught me not to be afraid of knowing who you are and what that means in being with others who were negotiating what were often the most traumatic periods in their lives. What does this have to say about what I learned. Everything! Which leads to me reflect on what it is that our clients, colleagues, and the broader community expect from us. First, they expect that we know something that is based in the integrity of the science related to providing human service consistent with what the literature would say is current best practice. Second, is that we care deeply about what is that we are providing. Human service is more than a job, it is a calling. Third, and what I think is the most important part of what we are expected to provide, is our humanity. Too often those of us who are privileged to be part of human services come to think that who we are and what we represent should somehow be removed from our day-to-day interactions with those we serve, again whether it be clients, colleagues or the broader community. It’s a tall order. So, the challenge to me has always been presented in the following: how can we translate what we know and who we are in an integrated way that shows compassion, respect, and care in all that we do. There is no mystery to it. It is in part the gift that we are all given in being part of providing service to others”

Dialectical Behaviour Therapy (DBT)

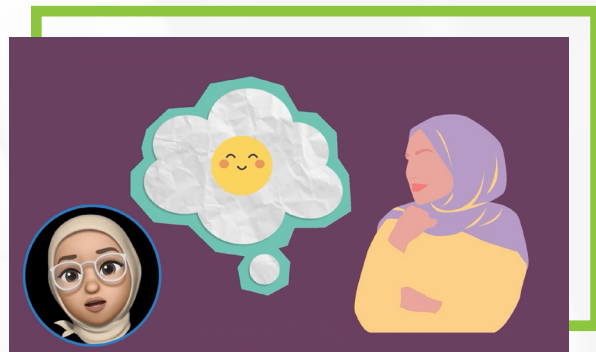
The London Family Court Clinic (LFCC) has provided high-risk/marginalized youth with a 10-week face-to-face Dialectical Behaviour Therapy (DBT) program since 2018. In 2020 the program was modified to address the 'new normal' by mirroring the in-person program online. To address observed challenges around distraction, engagement, and participation, funding from an Innovations Initiatives grant was used to adapt the existing program into a 12-week program that is offered virtually using an asynchronous model and involves participation from a youth's supportive adult (eg. a parent, other adult family member, foster parent, group home primary worker, etc.).

The model differs from the original in that the skills are taught through a set of pre-recorded videos that are shared on a weekly basis. A week after the videos are shared, participants meet in a live group to practice the skills and to discuss what was learned, how it applies to their life, and to trouble shoot anything that went wrong during practice.

The program teaches the same mindfulness, emotion regulation, distress tolerance and interpersonal effectiveness skills from the original program, with an additional two weeks focusing on validation skills. These two weeks are taught to both youth and supportive adults with the goal strengthening communication at home. Youth and supportive adults attend separate live groups to ensure a comfortable space for discussion.

A total of 76 short videos were created ranging from 2-13 minutes in length. The videos were purposefully kept brief to increase engagement and to mimic the content that youth are regularly exposed to through social media. The videos were created using a variety of graphics, videos, text, and voices to capture youth engagement.

Feedback was obtained from youth and supportive adults through focus groups. After being shown the videos, focus group participants were asked questions pertaining to engagement, learning, video format, technological aspects and utility. Their feedback was implemented to further enhance the videos



[Click here to watch the full presentation](#)

Multidisciplinary Clinical Supports Program

The Multidisciplinary Clinical Supports Program (MCSP) is a team comprised of registered psychotherapists, social workers, psychologists, a nurse, and psychiatrist. Multidisciplinary team members provide one-on-one, intensive mental health services to young residents (and their families) of 5 facilities in Middlesex County, including therapeutic residential care and youth justice (custody) settings, as well as youth on probation and mental health diversion.



Throughout the global COVID-19 pandemic, the MCSP team continued to support our community by providing services through virtual platforms (e.g., video conference) and by phone. In the last year, the MCSP team has provided face-to-face support, using the appropriate PPE guidelines. The MCSP team has used a hybrid model (i.e., face-to-face and virtual work) of creative ways to engage youth and their families in both individual and group work to meet their unique needs. We have continued to foster strong partnerships with our stakeholder organizations, such as Humana Community Services (formerly WAYS mental health support and Anago Resources) and Craigwood Youth Services.

The MCSP team has enjoyed being back to work face-to-face with our clients. Our facility dog, NSD Yzer, has especially enjoyed being able to offer emotional support to our clients face-to-face over the last year. We have continued to work with youth using a trauma-informed/strength-based and collaborative approach by connecting with our clients and community partners both in person and virtually. The MCSP team has been grateful to our community partners who have supported our offering of services using a hybrid model (e.g., face-to-face and virtual work).

Youth Therapeutic Court (YTC)

Youth Therapeutic Court (YTC) has continued to provide services for youth 12- 18 years old who are before the courts and facing criminal charges. The primary focus of YTC is to provide a program that aims to address the mental health needs of youth involved in the justice system. YTC works with youth, families and caregivers to provide support, assessment services, advocacy and in some cases, when appropriate, an opportunity to participate in the Mental Health Diversion Program. Through the Covid 19 Pandemic, Youth Court has continued to be held virtually with in-person appearances as required.

YTC has continued to evolve over the past year and in May 2022, after 5 years of dedicated leadership, the YTC team wished Honourable Madam Justice Harris-Bentley the best of luck as Her Honour stepped away from her role as the primary judge in youth court. Justice Harris-Bentley led the YTC Team with wisdom, consistency, and confidence through the Covid 19 Pandemic. Her Honour's dedication and commitment to youth justice has been instrumental in the continued success of Youth Therapeutic Court, we are grateful to have had her presiding over Youth Court.

As one door closed, another opened and YTC was pleased to welcome Honourable Justice Carnegie to preside over London's Youth Court. His Honour Justice Carnegie was appointed to the judicial bench in 2020 and brings with him experience gained as a Crown Attorney, a focus on the importance of education and youth maintaining a connection to school, as well as an understanding of the unique challenges justice involved youth face when they are charged and before his court. As we continue our work in Youth Court we look forward to His Honour's guidance and leadership.

Youth Justice Assessment (YJA) Program

Since 1974 the London Family Court Clinic has been responding to the clinical assessment needs for youth who are 12-18 years old and who are facing charges under the Youth Criminal Justice Act. Our assessments are court ordered and used to better understand the factors in a young person's life that may have contributed to their justice involvement. The reports and resulting recommendations also help the court to determine the type of sentence and conditions that will be meaningful and best suited to hold the youth accountable for their actions, while also addressing some of the factors that have contributed to their justice involvement.

LFCC has continued to serve London and surrounding area courthouses in our region through the provision of s.34 psychological assessments. While the Covid 19 Pandemic presented some challenges, our Clinicians have continued to work with clients both in person and virtually in an effort to meet the youth's individual needs. As we have noted in the past few years, we are see the complexity of our cases increasing. Our clients are presenting with severe and/or long-standing mental health symptoms, unidentified learning challenges, poorly managed behavioural issues, and chaotic daily lives; the offences for which they have been charged have also increased in seriousness. As a result of these observations, we remain focused on the needs of our clients and our assessment reports have continued to become specialized in nature. As we move forward, we look forward to our continued service to the courts, community, and clients we serve.

Child Witness Program (CWP)

The goal of the Child Witness Program (CWP) is to prepare young victims and witnesses for their court experience and reduce the trauma caused by their involvement in the criminal justice process. CWP works to achieve this goal by providing court preparation, trauma education, supporting the use of special testimonial aids and providing in-court testimony support.

During this past year, the CWP has experienced multiple changes in clinical staff. We are pleased to welcome Rosemary Van Wieren to the team. Rose comes to us with many years of experience working with children and youth at risk and brings a lot of energy to the program. We thank her for her ability to jump right in and assist our vulnerable population.

With the assistance of our communications person, Aaron Carder, we held a social media campaign during Victims and Survivors of Crime week (May 16-20th).



During this week, we highlighted how anyone can be an advocate for young survivors of crime, statistics and trends in our community, the rights of victims, and services that exist to support victims. It was a well-received social media event and if you are interested in reading the article that was written about what it means to be an advocate please go to [here](#).

As always, CWP remains active as we continue to strive for service excellence and work to ensure we help young victims and witnesses move beyond the criminal justice system!

One of our highlights this year has been CWP's work with other service providers to successfully receive funding for a Child and Youth Advocacy Centre (CYAC).



Beacon House's CYAC Program will be a voluntary service offered to support children, youth, and families within a safe and supportive environment when they've experienced abuse. Our centralized location will promote healing and minimize trauma during the investigative process. Stay tuned for more updates involving the CYAC and CWP's support of this project.

As a result of the COVID-19 pandemic, CWP and the criminal justice system continue to operate in a hybrid model. While our presence in the courthouse is becoming more frequent, we still provide the option to our clients to meet virtually or in person. This continued approach to giving our clientele options helps to express one of our foundational goals: to provide survivors of crime the ability to have choices and take back control after they experienced an event where that autonomy was lost. We have even started to provide youth with the ability to testify virtually at the LFCC main office. The neutral setting of the main office and its all-around healing atmosphere has proven beneficial as again it gives youth choice, it limits seeing the defendant at the courthouse, and it is a less intimidating area.

Facility Dog – NSD Yzer

Our facility dog, NSD Yzer, has been working hard over the last year to provide emotional support and snuggles to our clients. NSD Yzer has continued to provide support to children and youth in both the court and counselling environments, including supporting youth in residential settings.

Yzer was generously donated to us by National Service Dogs (NSD), a non-profit organization that provides specialized dog breeding and training to provide the community with the support of a working dog.

Thanks to NSD, Yzer is able to provide unconditional support and love to children and youth who most need it. A youth in residential care shared that she sleeps every night with the little NSD Yzer stuffed animal that was given to her as a symbol of her courage in court. Another youth shared that she “never would’ve made it through court without Yzer”.

NSD Yzer has been able to help facilitate engaging youth in counselling as she provides quiet comfort and unconditional positive regard.



The sustainability of LFCC’s Facility Dog Program is wholly dependent on private donations from our community. Expenses such as food and veterinary care add up quickly for this special working dog. As such, we are seeking funding from caring individuals, organizations and foundations in order to both sustain and expand the reach of this worthy project.



If you would like to donate to the facility dog program, please visit our website www.lfcc.on.ca and click Donate. Any additional funds received through private donations cover the cost of things such as grooming, equipment, treats, and other unforeseen costs.

Alternative Dispute Resolution (ADR)



ADR - LINK

ADR-Link continues to provide services to families through our roster of professional independent consultants. During the course of this year we have seen the need for service providers to take part in specialized training to ensure youth led and openness cases are delivered by practitioners with methods that affirm the positive relationships that may come into play for each family – parents, children, extended family, caregivers, OCL, CAS teams and facilitators. The administration of the program includes funders (MCCSS), provincial groups and local representatives meet regularly with an eye to continuous improvement for services.

We have 4 streams of service that have been established for many years offering



Child Protection Mediation (CPMed)



Family Group Conferencing (FGC)



Indigenous Approaches/Original Dispute Resolution (ODR)



Other/4th Option

**ADR-Link matched
200 families with practitioners in F22.**



CPMed – 106 new cases plus 51 from prev. year

FGC – 54 new cases plus 18 from prev. year

IADR/ODR – 32 new cases plus 9 from prev. year

Other/4th Option – 8 new cases plus 6 from prev. year.

ADR-Link practitioners continue to be flexible in their service delivery in terms of in person and virtual services. Orientation sessions during F22 were well attended by hundreds of staff from referral sources as they were delivered virtually focusing on several audiences – introduction to services, deeper dives into services, legal communities and a comprehensive 3 day training for Indigenous community members and potential practitioners.

We look forward to another great year and are appreciative of the support from our MCCSS program supervisor.

Navigating Onward



After seven years of visioning and strategic planning, Navigating Onward, or NavOn, is a new not-for-profit company emerging from the London Family Court Clinic (LFCC) this past year. NavOn encompasses all of the fee-for-service work previously done within LFCC, thus streamlining the services of both organizations.

NavOn's overall goal is to support the mental health and well-being of children, youth, and families whose needs are at-risk of not being met by other systems and agencies in southwestern Ontario for a variety of reasons.

NavOn's dedicated and entrepreneurial team are working to create new high quality clinical services and trainings as well as expanded clinical and professional training offerings to communities and to organizations.

As a social enterprise, NavOn is unique in the communities we serve with a mindset focused on working together, equitable access to service, and giving back.



More information about NavOn can be found at www.navigatingonward.com

Clinical Services

Some highlights in clinical services include NavOn's suite of programs to address the needs of children and families coping with life post-separation and divorce, including family therapy for parent-child contact problems, parenting plan evaluations, and parenting coordination.



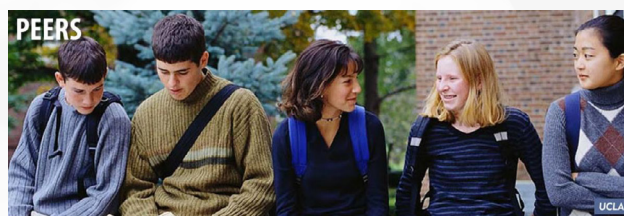
NavOn also offers evidence-based treatment approaches for hopelessness and suicidal ideation like DBT (Dialectical Behaviour Therapy), and more recently CAMS (Collaborative Assessment and Management of Suicidality). CAMS is a treatment framework in which a client and clinician work together to keep the client safe, ideally in community, while identifying and addressing the “drivers” that compel the client to take their life.

A primary focus of clinical service for LFCC, and now NavOn is assessment and support for individuals across the lifespan who have been exposed to alcohol prenatally.

Together with community partners like CSCN and SOAHAC, as well as champion private practitioners, NavOn is able to offer comprehensive multidisciplinary assessments according to Canadian Guidelines for the Diagnosis of FASD.

Over 10 years ago, LFCC started the first caregiver support group in the city, called A Night Out with Friends in partnership with Merrymount Family Support and Crisis Centre and WAYS Mental Health Support (now Humana). This support group, offered in-kind, provided a safe, supportive, and stigma-free environment for children, teens, and caregivers living with the effects of prenatal alcohol exposure. A Night Out with Friends was delivered in person until the COVID-19 pandemic stuck in 2020 and forced us into new and different ways of connecting and supporting each other. Since then, there has been a surge of virtual opportunities for parents and caregivers to connect, learn, and support one another. However, opportunities for teens have remained an area of need. As NavOn is dedicated to addressing service gaps in our in-kind support for the FASD community, we took the difficult decision to close our caregiver support group and throw all of our efforts into teen programming.

NavOn is proud to announce that we will be pivoting our services and offering the UCLA Program for the Education and Enrichment of Relationship Skills (PEERS) to teens with FASD and their caregivers in 2022/2023, with the support of Health Nexus.



This 14-week manualized evidence-based program includes an adolescent skills group and psychoeducation for caregivers offered through resources and literature. The idea for this group was born from discussions with caregivers of adolescents living with FASD; they consistently express concerns about their youth's abilities to make and maintain friendships, manage peer conflict, and identify when others are trying to take advantage of them.

Clinical Training

The 2021-2022 training cohort developed deep, supportive relationships and strong commitments to supporting children, youth, and families touched by the justice system and neurodevelopmental disabilities. They mastered the art of adaptability, moving quickly and easily between in-person and electronic approaches to clinical work with true trauma-informed responsiveness. They navigated the second year of the pandemic while modelling grace and the dedication to get the clinical job(s) done, regardless of what the Internet, Public Health measures, or our complex cases brought their way.

This year also saw a grand turning point for NavOn and clinical training as we formalized our partnership with the Mary J. Wright Child and Youth Development Clinic. Dr. Colin King of MJWCYDC at Western and Dr. Dilys Haner of NavOn have been informally sharing residency training responsibilities since 2017. This year, NavOn and MYWCYDC engaged in a self-study project supported by the Canadian Council of Professional Psychology Programs (CCPPP) to prepare an application to become an accredited Psychology Residency Consortium with the Canadian Psychological Association. Our application is pending, and we hope to be the recipient of a formal site visit evaluation this academic year.

This fall, the London Child, Youth, Family, and Forensic Psychology Consortium (LCYFFPC) will receive its first applications through the North American Match process (APPIC), opening up our training program to psychology graduate students across the country. We anticipate offering our unique combination of clinical-forensic and school-clinical psychology training to 3 or more resident trainees beginning in the 2023-2024 academic year.



LFCC and NavOn have a lot to celebrate in terms of the success of our 2021-2022 clinical trainees. Congratulations to Dr. Kay Reif, who graduated out of supervised practice and has been working with LFCC as an independently licensed psychologist with the Youth Justice Program, particularly conducting Sec. 34 reports for the Youth Court.

Psychology Residents, Brad Daly and Armush Salahadin – both from the Western University School and Applied Psychology PhD program, successfully completed their clinical residencies and wait patiently for the wheels of academia to turn so they can defend their dissertations and enter supervised practice. Until then, Brad Daly continues to work part-time as a psychometrist for LFCC.

This past year also saw MA of Counselling student, Anjali Ruparelia, and PhD of Clinical Psychology student, Mary Ritchie (both from Western), complete clinical practica with us. Anjali spent 2-3 days per week from September to April under the supervision of Ellissa Riel, gaining treatment experiences at various group homes and detention facilities before successfully graduating from her MA program. Mary worked across a variety of programs in assessment and treatment, gaining experience in FASD, violence risk assessment, and long-term treatment with neurodivergent youth. She returns to her PhD program this fall with a strong passion for forensic work.

This year, we also celebrate our long-time volunteer, Disha Rawal, who was accepted into a much sought-after graduate program at the University of Windsor!

Professional Development and Training

Whether you are early career or a seasoned practitioner, NavOn's professional development and training programs share cutting-edge knowledge and skills, provide tools, and offer individual coaching for enhancing clinical practice, while promoting self-reflection and self-care.



LFCC and NavOn have had a busy year with training on diverse topics that are aligned with our clinical expertise. We were awarded funding by the Ministry of Children, Community, and Social Services to provide 19 sessions of Suicide Prevention, Intervention and Postvention in early 2022. Suicide continues to be the second leading cause of death for youth in Canada (PHAC). Youth in our justice system are at even greater risk and are about three times as likely to die of suicide (CJJR).

NavOn extends the work of LFCC and continues to provide leadership in suicide prevention. On January 26th, Bell Let's Talk Day, NavOn partnered with the London Middlesex Suicide Prevention Council to offer training sessions on Coping with COVID and a one-day session on Suicide Intervention - Foundational Skills. LFCC and NavOn created a recorded version of our Postvention training to support the community's ongoing commitment to maintain our capacity to respond to youth impacted by suicide loss of a peer. Victims Services and CMHA have provided positive feedback and continue to use the recorded training session as part of their onboarding process for new staff and volunteers.

In response to a request from the Community Capacity Build Committee (A Network of Children Mental Health Providers), we created a one-day session on Compassion Fatigue and Vicarious Trauma. This was both important and timely, as frontline staff across a number of organizations expressed fatigue after working to support children, youth and families through the challenges of the pandemic. It was a pleasure to support our local children's mental health service providers who have been an essential service to our community through challenging times.

Helping children cope with separation and divorce and supporting families in high conflict situations continue to be a primary role for NavOn in the community. LFCC and now NavOn offers multiple 3-day trainings on the Voice of the Child and Child-Inclusive Mediation, together with partners and through the Ontario Association for Family Mediation (OAFM). These two intensive trainings serve to assist practitioners with bringing the child's voice into decision-making that affects them, whether in court or in a family dispute resolution process. Lawyers, mental health professionals, and Judges have all expressed appreciation for this comprehensive curriculum that balances the child's right to be heard, the role of parents (or courts) as decision-makers, and the complex family dynamics that emerge following separation and divorce.

Finally, our LFCC/NavOn team partnered with Western University's Centre for Research on Violence Against Women and Children to provide a one-day session on screening for domestic violence in family mediation/arbitration.

These events above are just a sample of the training and many presentations done by LFCC and NavOn staff over the last year. Please visit our website www.navigatingonward.com for a full list of our offerings as well as upcoming events.

Statistics

This year, London Family Court Clinic separated its fee-for-service offerings—including some trainings and workshop sessions—over to our newest division, Navigating Onward, from our Ministry-funded programs and services.

Here's a breakdown of the active programs and services at LFCC and NavOn and the number of new clients each saw in the 2021-2022 year.

- ADR Link: 200 families
- Child Witness Program: 156
- MCSP: 61 counselling clients in residential settings
- Plan of Care meetings involved in: 86
- (MCSP) Specialized Consultations: 60 (MCSP CFI/YJ psychiatric + psychological clients)
- Youth Justice Assessments s34: 23 assessments
- Ongoing FASD family group nights and parent peer support
- Youth Therapeutic Court (assessing/consultation): 42 (diversion): 17
- External Case Conferences: 97 (NavOn: 75 + LFCC: 22)

NavOn Services	New Clients
Therapies	49
Clinical Assessments	45
Forensic Assessments	22
Separation & Divorce	16

LFCC Trainings	Participants
Intro to ADR for Referring Organizations	215
ADR Advanced: A Deeper Understanding of The Services	118
ADR (4th option)	55
ADR/ODR Training Session	16
ADR and the Legal Community	49
Lona' tshistanet Firekeepers Cultural Program: Monthly Teachings	290

NavOn Trainings	Participants
COVID: Building Resilience in Challenging Times	8
Change Management, Leadership and Effective Communication - YMCA	20
Compassion Fatigue	50
Child-Inclusive Mediation Online Conference	15
Child Forensic Interviewing	40
Trauma Informed Care (Understanding Complex Trauma and Attachment, Vicarious Trauma and Resiliency)	143
Youth Suicide Prevention, Intervention and Postvention	252
Motivational Interviewing	90
Fetal Alcohol Spectrum Disorder	45

In the next year, we hope to impact even more individuals and families through capacity building, new programs, and knowledge sharing. The upcoming year will see even more in-person services returning, while still keeping the availability of virtual sessions for those who need it.

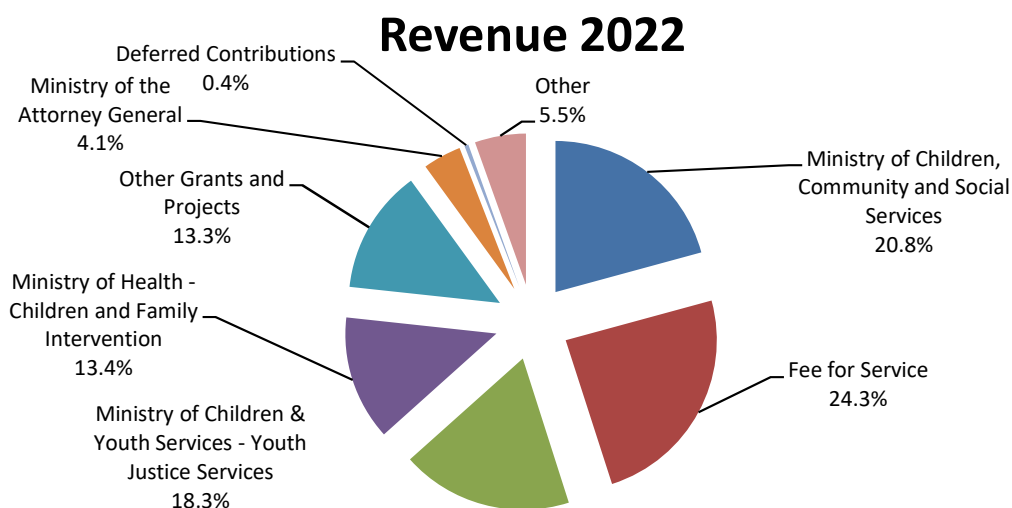
Financials

LFCC continued to experience many changes and challenges throughout the fiscal year.

The impact of COVID continued to shape operations requiring Staff and Management to be responsive to the changing environment. The year end finds the Organization continuing towards defining a new normal for operations.

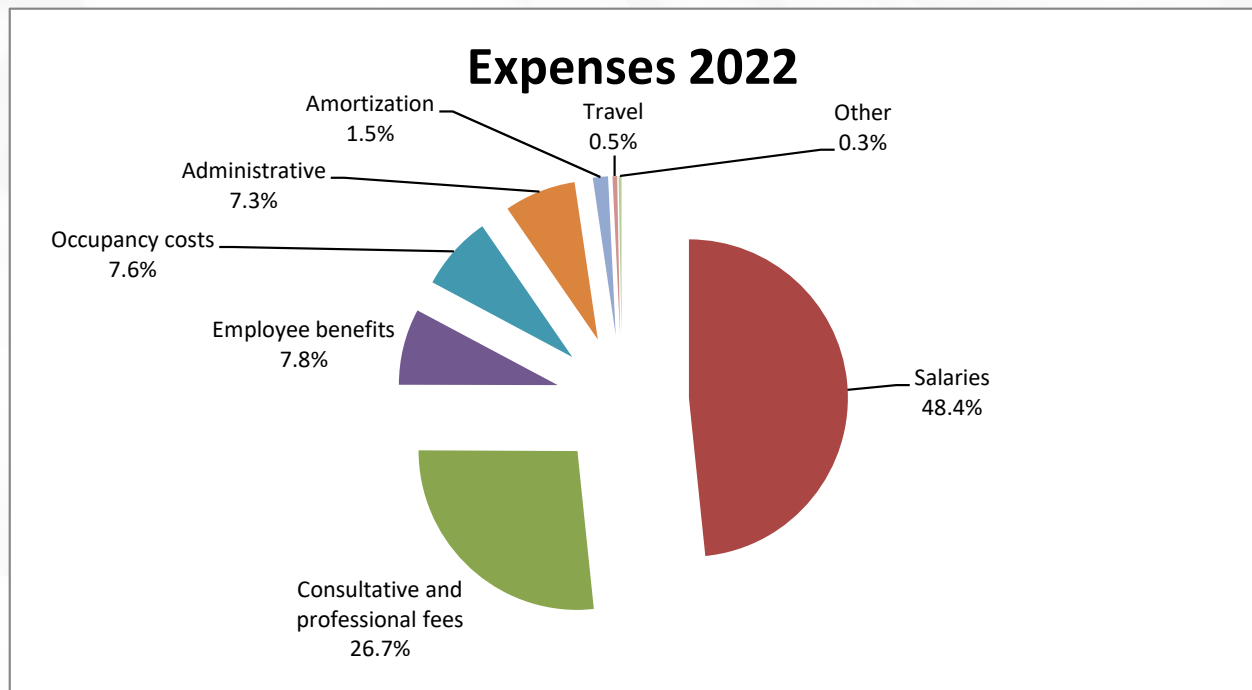
Revenue Summary

	(unaudited) 2021-2022
Ministry of Children, Community and Social Services	841,200
Fee for Service	981,598
Ministry of Children & Youth Services - Youth Justice Services	741,324
Ministry of Health - Children and Family Intervention	540,293
Other Grants and Projects	537,368
Ministry of the Attorney General	165,000
Deferred Contributions	17,682
Other	221,625
Totals	4,046,090



Financials

<u>Expense Summary</u>	
	(unaudited) 2021-2022
Salaries	1,826,779
Consultative and professional fees	1,007,410
Employee benefits	292,987
Occupancy costs	286,088
Administrative	275,555
Amortization	58,365
Travel	18,509
Other	11,023
Totals	3,776,716
Net income (loss)	269,374



Staffing Updates

LFCC & NavOn staff, students and volunteers conduct some of the most important work in the London-Middlesex community. We are passionate about meeting the needs for our clients and working with our community partners to identify new ways of creating a positive impact for children, youth, and families.

Our current staff team includes:

Tuhin Jajal
Elizabeth Lam
Joyce Radford
Ellissa Riel
Joelene Bamford
Tammy Riley
Chelsea Quick
Jesse Minns
Kahawani Doxtator
Valerie MacGregor
Kay Reif
Frances Nuvoloni
Ryan MacKay
Ashlyn Carwana
Disha Rawal

Anjali Ruparelia
Aaron Carder
Amirah Hassen
Ashley Jokhu
Rosemary Van Wieren
Emilia Pacholec
Dan Ashbourne
Kim Harris
Ashley Bildfell
Jacqueline MacMillan
Brad Daly
Melissa Moore
Heather Fredin
Dilys Haner
Carolyn Carrier

External Consultants

Richelle Bird
Randal David
Milton Blake
Marlies Sudermann
Jane Gloor
Emily Reddick

Students & Volunteers

Matthew Grandy, Student Volunteer
Chastine Lamoureux, LFCC/NavOn Resident
Melissa Read, MJWCYDC Resident
Macall Oldenhoff, NavOn Psychology Practicum Student
Vanessa Chen, Student Volunteer

We said goodbye to some members this year and wished them all the best in their future endeavours!

Katie Anderson
Jacquie Winter-Officer
Rachel Bezzina
Ben Loveday
Torie Shanks
Yunith Gonzalez

Board of Directors

The staff of LFCC appreciate the dedication of the members of our Board of Directors. This team brings an incredible cross section of skills to the table and gives freely of their expertise to ensure programs, services and the general operation of LFCC are delivered with integrity.

Mary Ann Tucker – President

Ketan Ramji – Vice President

Tuhin Jajal – Executive Director of LFCC

Dr. Kim Harris – Executive Director of Navigating Onward (NavOn)

Afeez Ajibowu – Secretary/Treasurer

Darlys Corbitt – Past President

Brena Young – Voting Member

Camille Riggs – Voting Member

Tara Van Den Akker – Voting Member

If you are interested in joining our Board of Directors, please reach out to us at info@lfcc.on.ca.

Consultant Spotlight



Taralea Scammell

Family Group Conference Coordinator · ADR Practitioner
· Child Protection Mediator (CPMed) · Family Mediator
(AccFM) · Victim Offender Mediator in Serious Crime ·
Certified Community Mediator (CCMed)

I am pleased to be asked to share my journey in ADR with you all. I first became interested in Alternative Dispute Resolution (ADR) while I was working in a restorative justice agency in Kitchener, ON: Community Justice Initiatives.

Restorative Justice was not a new concept to me as my faith journey has always walked hand in hand with this ideal.

I had the opportunity to be trained first in Family Group Conferencing (FGC) back in about 2008 and became a FGC Coordinator in mid 2010. I have had the pleasure and opportunity to work with several child protection agencies in Central and South Western Ontario to provide this mode of ADR to families ever since that time. I find such fulfillment in supporting families to find their voice and bring it forth to a family group conference. Families often find it hard to believe that their voice will actually be heard or that it matters. With the traditional judicial system parents and family members do not have a voice, they are not welcome to speak in a courtroom, and have to rely on counsel to do that for them and a judge to make the final decision on what is best for the children in their family. This can be difficult and frustrating and disempowering for families. Family Group Conferencing is a way to rebuild trust for families both with each other and the agency they are working with. I have had the absolute pleasure of seeing families come together and plan for their children and leave excited to carry out the new plan.

In 2019 I decided to expand my ADR portfolio and was trained as a Child Protection Mediator, through OAFM, after being accredited as a Family Mediator in Ontario in 2018.

Child Protection Mediation often addresses high conflict and challenged communication in co parenting relationships. Referrals come from child protection agencies in a similar manner to those of FGC. The emotions and struggles experienced by parents who have separated and are trying to co parent their children are numerous. As you can imagine every family has a story of their own and coming together to devise a better way of moving forward, where the child(ren) and their needs are always put first, can be a challenge in the midst of unresolved adult conflict. It is a pleasure to support, guide and mediate for these families to find a better path forward for their family that decreases conflict and improves communication.

I also have the pleasure of providing family mediation services to those not necessarily working with child protection agencies through my private practice and most recently have been called to mediate serious crime for Correctional Services Canada. I respect all the ways that mediation can help to resolve conflict and welcome the opportunity to continue working together with ADR-Link at the LFCC to deliver ADR to families in need of the services.

Our Mission

Integrating specialized clinical practice, education and research that promotes resiliency in children and families to move beyond the justice system.



Our Financial Supporters

Bell Let's Talk

Employment and Social Development Canada

Government of Ontario – Local Poverty Reduction Fund

Health Nexus

Mental Health Research of Canada

Ministry of the Attorney General

Ministry of Children, Community & Social Services

Ministry of Health

Ontario Centre of Excellence for Child and Youth Mental Health

Ontario Trillium Foundation

Government of Canada's Emergency Community Support Fund

Community Foundations of Canada

Judge Maurice Genest Fund through London Community Foundation

We thank every individual and business that made a contribution to our causes this year. Donations give us the opportunity to carry on assisting those who need it in your and our community and beyond!