



Annual Report
Fiscal 2016-2017



**Helping Men End Violence
Against Women**

London | St. Thomas | Chatham

www.changingways.on.ca

About Us

Changing Ways is a registered charity that offers a unique service in the community by providing alternatives for men wishing to end and take responsibility for their abusive behaviours.

Our Mission

Changing Ways exists to eliminate men's abusive and violent behaviours against women and children, and to eliminate other forms of gender-based violence in intimate relationships. This advances our broader goal of achieving equality within a safe community where aggressors are held responsible and the community accountable.

Community Outreach

As an organization that strongly values community advocacy and involvement, Changing Ways is dedicated to educating diverse groups about the issue of woman abuse and how you can make a difference in your own community.

Head Office

Changing Ways (London) Inc.

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Management & Staff | Apr 1, 2016 - Mar 31, 2017

- **Tim Kelly**, Executive Director
- **Lisa Howe**, Program Director
- **Rick Mulvaney**, Business Manager
- **Reception/Administrative Assistant:** Beata S.
- **Men's Counsellors:** Lesley R. | Luisa H. | Carina C. | Emily S. | Caitlin G. | Nancy R.
- **Women's Counsellor:** Michele P. | Judy M.

Chair's Report | Susan Dill

It has been a year in transition for the board. We have moved to a new governance model which had us climbing a steep learning curve but we are now ready for the next few years which promise great things for Changing Ways. The Generative Governance model has provided an opportunity for a different, collaborative approach that I truly believe will assist us in communication and strategic planning.

We have invited three new board members who you will meet very soon, and retired the following members with heartfelt thanks: Melissa Rockburn, Karen Clarke, Luis Cortes and Rob Fellows.

Two very exciting projects are underway that will move us closer to the CW mission. These are: The **Caring Dads** program is becoming a social enterprise with the help of Chris Moss and the Wyrd Consulting team. **Creating a Safe Community for Women and Children** is an 18 month project to explore the feasibility of providing comprehensive programming in a short term residential setting for perpetrators of intimate partner violence. The project Steering and Advisory Committees have begun meeting.

It has been an honour to be part of the CW Board since 2012 and I believe great things are ahead. My sincere thank to the support I have received from the whole board and most of all, thanks to the staff and volunteers who are “changing ways” for many families in the communities where CW provides service.

Board of Directors | Apr 1, 2016 - Mar 31, 2017

- **Susan Dill**, Chair
- **Melissa Rockburn**, Vice Chair
- **Ryan McKay**, Secretary
- **Karen Clarke**, Director
- **Robert Fellows**, Director
- **Elizabeth Hardy**, Director
- **Annalise Trudell**, Director
- **Patrick Phillipson**, Director
- **Kate Wiggins**, Director
- **Metti Kebede**, Director
- **Jacob Damstra**, Director
- **Luis Cortes**, Director

Executive Director's Report | Tim Kelly, MSW RSW

I am reporting at the end of a very exciting year here at Changing Ways. We embarked on a number of ambitious projects this year including renewing of our work as a team both at the Board level and the staffing. We have achieved significant strides in reinvigorating our commitment to working and doing our part in helping our communities to keep women and children safe. To this end, we have been involved with several initiatives which we hope will continue to push forward a dialogue for engaging men to end violence against women and children.

We were invited by Justice Canada to conduct a nation wide survey of programs working with men to end violence against women. This research allowed us to directly contact men's program from one end of Canada to the other. It was an exciting opportunity to begin to understand the national context of programs being offered to men and the wide variation of programs available. Our learnings can be found on the Department of Canada publication website by follow this link <http://www.justice.gc.ca/eng/rp-pr/jr/ipv-vpi/toc-tdm.html>. Additionally this research was turned into a paper published in the book *Innovations in Interventions to Address Intimate Partner Violence: Research and Practice* which can be found at the following: <https://www.routledge.com/Innovations-in-Interventions-to-Address-Intimate-Partner-Violence-Research/Augusta-Scott-Scott-Tutty/p/book/9781138692275>.

This year we also embarked on an exploratory process in partnership with ANOVA to evaluate the feasibility of providing crisis housing for men who are at risk of abusing their partners and children. The study was developed as a recommendation from our work engaging moderate to high risk domestic violence offenders post police release. Among several recommendations from that earlier work the instability that resulted in loss of secure housing was shown to be connected to increased risk of re-assault among other criminal code infractions that increased risk to the victim. The housing project feasibility study will examine the level of support and viability for providing housing and intervention to men who have perpetrated violence against their partner and/or children. I look forward to next years report to share the finding from the study. Another ground breaking study Changing Ways was involved in this past year was working with Katreena Scott and Mark Holmes, from Catholic Family Services of Ottawa to conduct a province wide survey of just under 500 men entering PAR (Partner Assault Response) programs to assess the impact of their perpetration of domestic violence in their workplace. The findings indicate a specific need for workplaces and communities to understand the implications of failing to address the risks and needs that are specific to this group of employees. The report has just been released and is available through Changing Ways.

The last initiative I would like to identify is the development of Caring Dads Social Enterprise initiative. We have been developing this part of Changing Ways for several years and are now launching with a dedicated staff and trainers better situated to meet the increasing demand for our expertise. This past year we have made great strides in providing support and training across Australia, training over 80 Caring Dads facilitators in Sydney, Melbourne, Brisbane and Perth. In addition, we have provided training events in Leeds UK, Iowa, Oregon, New Brunswick, as well as, Pickle Lake, Hamilton, Cornwall and Toronto, Ontario. We are anticipating many more trainings in the upcoming year as a result of the work of the staff connected to the social enterprise.

Lastly, I would like to thank the dedication of our staff, board, student interns and volunteers at Changing Ways who have worked diligently to help renew the vision and work of the agency ,and with out whom we could not achieve the level of excellence we produce every year.

Program Director's Report | Lisa Howe, HBSW

When people ask 'what do you do' the answer is "whatever it takes"...that has become the working motto of our Changing Ways team.

As I reflect on another year at Changing Ways, I am reminded of how proud I am of the team that we are fortunate to have working at Changing Ways. Teamwork is the ability to work together toward a common vision. Our vision remains strong and steadfast with the primary goal of the safety of women and children.

We continue to provide exceptional programs that provide individuals with the opportunity to examine their beliefs and attitudes towards domestic abuse and support men to end their violence against women and their children.

Our team continues to participate on various committees with the goal of ending woman abuse in all communities that we offer services. and we continue to experience a high demand for services.

Together at our many programming sites our team provided the following core services:

- **Partner Assault Response** programming to **596 men and 73 women**, while providing support to **348 victims/partners** in **London/Middlesex, St. Thomas/Elgin & Chatham/Kent** areas.
- **Voluntary Group Counselling** to **78 men** in **London/Middlesex**, which impacted the safety of **35 women**
- **Voluntary short-term counselling** to **41 men** in **Middlesex County**, who have been charged with or have self-identified issues with domestic violence
- **Caring Dads programming** to **62 dads**, which impacted the lives of **93 moms & 132 children**

In addition to providing our core programming, and in response to community need, we had partnership opportunities to provide **in-year pilot programming** in the following communities:

- **Chatham Kent:** in **partnership with the Chatham Kent Children's Aid Society**, we provided **1 Caring Dads group**, which impacted the lives of **16 dads, 18 moms** and **30 children**.
- **St. Thomas:** in **partnership with the Elgin Children's Aid Society** we provided **2 Caring Dads groups**, which impacted the lives of **19 dads, 24 moms** and **37 children**.
- Lastly it has been our pleasure to once again have the **opportunity to mentor 3 student interns and 15 dedicated community volunteers** who will go forward with a unique understanding of working to end violence against women and their children.

Program Overview | Men's Programs

Court Mandated (PAR)

The Partner Assault Response Program (PAR) delivered specialized group counselling to 596 men who have been mandated by the court to attend in response to a criminal charge involving domestic violence. The 12 session program provides individuals with an opportunity to examine their beliefs and attitudes towards domestic abuse and to learn non-abusive ways of resolving conflict. **Funded by the Ministry of the Attorney General —Victims and Vulnerable Persons Division.**

Voluntary

The Voluntary Program delivered specialized counselling to 119 men who wish to address issues of domestic violence. These services provide individuals with an opportunity to examine their beliefs and attitudes towards domestic abuse and to learn non-abusive ways of resolving conflict. **Funded by the United Way London & Middlesex.**

Caring Dads

The Caring Dads Program delivered specialized group counselling to 62 fathers who were at risk of abusing, have abused their children or have physically/emotionally abused their children's mother. The 17 session program aims to support healthy father/child interaction and create healthy strategies for men to interact with the mother of the child. **Funded by the United Way London & Middlesex.**

While most abuse occurs in heterosexual relationships, it can also occur in same sex relationships.



Program Overview | Women's Programs

Court Mandated (PAR)

The Women's Intervention & Support Program delivered specialized group counselling to 73 women seeking support due to domestic violence related charges. Women learned tools designed with a woman centered approach to support healthier decision making strategies that create positive relationships within their lives. **Funded by the Ministry of the Attorney General - Victims and Vulnerable Persons Division**

Victim/Partner Contact

As clients were referred to the men's or women's counselling programs, **specialized counsellors made contact with 383 victims of assault/current partner of the client involved in a group counselling program.** These services are voluntary in nature and are generally provided over the phone and include risk assessment, safety planning, information sharing and referrals to ongoing community supports.

Volunteers

Changing Ways would like thank the 15 community volunteers that provided 1004 service hours to support our mission by co-facilitating our counselling groups.

Programming Locations

- **London:** 825 Bradley Avenue, 2nd Floor, London, ON
- **Middlesex County:** 21 Richmond Street, Strathroy, ON
- **St. Thomas/Elgin:** 10 Mondamin Street, Suite 113, St. Thomas, ON
- **Chatham/Kent:** 425 McNaughton Avenue West, Chatham, ON

Financial Report | Apr 1, 2016 to Mar 31, 2017

Revenue	Amount	% of Total
Ministry of the Attorney General	\$592,500	63.2%
United Way London & Middlesex	\$190,500	20.3%
Client Fees	\$ 84,038	9.0%
Social Enterprise	\$ 67,665	7.2%
Donations & Interest	\$ 3,034	0.3%
Total Revenue	\$937,737	

Expenditures	Amount	% of Total
Staffing	\$628,346	68.0%
Facilities	\$108,861	11.8%
Professional Fees & Insurance	\$ 42,408	4.6%
Office & Equipment	\$ 67,388	7.3%
Travel & Training	\$ 44,845	4.8%
Communication & Promotion	\$ 29,774	3.2%
Depreciation	\$ 3,145	0.3%
Total Expenditures	\$924,767	

Auditor: MPW Chartered Accountants LLP

a copy of our complete audited financial statements is available upon request

Changing Ways would like to thank our Funders

- The Ministry of the Attorney General - Victims and Vulnerable Persons Division
- United Way London & Middlesex

