



2017/18 ANNUAL REPORT

YOU CAN
MAKE A
DIFFERENCE



FRS

FAMILY RESPITE SERVICES
WINDSOR-ESSEX

MISSION STATEMENT

OUR VISION

A community where families are strong and all children belong.

OUR MISSION

Family Respite Services works in partnership with families who have children with disabilities. We coordinate support and provide short breaks that strengthen families and contribute to children having meaningful lives in their community.

OUR SERVICES

Family Respite Services provides families who have children with disabilities a period of relief/short break from caregiving. This is done through a range of supports and services including assisting families to have an individual to care for their child in their home or community, providing supports for children in community recreation and activity programs and care in licensed respite homes for short periods.

Family Respite Services began with the vision of families in Windsor and Essex County. The service is designed to provide individualized, flexible, family centred relief to families caring for children with developmental and/or physical disabilities. FRS provides respite care for children from the ages of 0-18 years in the Windsor and Essex County area.



WE BELIEVE

In the importance of the family and respite's capability to strengthen both the family and the child.

That the family is an equal partner in the identification and delivery of respite services for their child.

In meeting a family's needs on an individual basis through the provision of responsive and flexible respite services.

That each child has gifts, can contribute to and is a valued member of the community.

That the use and involvement of caring community people creates positive relationships and opportunities that enhance a child's community participation.

2017-2018 BOARD OF DIRECTORS

Shawn Allen

June 2011

PRESIDENT

Shawn Gaudette

June 2011

VICE PRESIDENT

Tamara Tedeeva

June 2013

TREASURER

Luann Kapasi

November 2014

Vlad Pavlovic

June 2012

Barbara Sghaier

June 2012

Paulette Littlejohns

June 2014

Danielle Poirier

June 2012

Pam Skillings

June 2012

Alexandria Meriano

November 2014

Michele Vigneux

June 2015

Catharine Shanahan

(Executive Director)

MESSAGE FROM THE PRESIDENT AND EXECUTIVE DIRECTOR

This past year our Board and staff have continued to work on our strategic plan.

WORK TOGETHER WITH FAMILIES TO FOSTER STRENGTH AND LEADERSHIP.

We are thankful to the parent engagement committee who have worked with some of our staff to discuss ways to strengthen and involve families. This has included looking at and revising the information that is given to families throughout their journey with us.

In the year ahead there are plans to strengthen our network of parent mentors. FRS continues to be committed to providing information and opportunities for families to discuss and learn about ways to plan for a good life in the community for everyone in the family and has been involved in many learning and discussion events this past year.

We have been involved with community partners and families concerning a number of topics, including the development of microboards.

COLLABORATE AND WORK WITH COMMUNITY PARTNERS TO FOSTER A CARING AND INCLUSIVE COMMUNITY.

We value our working partnerships with the Parks and Recreation departments in several municipalities. Recreation programs provide the perfect opportunity for growth and development, nurturing friendships and community involvement.

Our connections to St. Clair College, Canada Summer Jobs and Scouts Canada also helped us find ways to both offer short breaks to families and build ways for children and youth to be included in their communities.

CO-DEVELOP WITH FAMILIES, STAFF AND COMMUNITY PARTNERS A RANGE OF EFFECTIVE AND RESPONSIVE SHORT BREAK SERVICES.

We mobilized resources to provide in-home and out-of-home support and Special Services at home to respond to plans with over 1000 families.

As one of the core service providers for children's mental health services, we work with the lead agency and other service providers to build respite into the plans for families and children who require this support.

We have been working at the Provincial level with supportyourway.ca (respiteservices.com) to improve the site to make it more effective for families to use to recruit Direct Support Providers.

The Super Saturdays program was revised to open it to more children at two different centres. We look forward to even more development with this program in the upcoming year. Thank you to the donors that help to enrich these opportunities and programs for families.

We have begun the process of planning for the future physical site of our Weekend with Friends program.

BUILD AND SUPPORT THE WORKFORCE OF THE FUTURE.

We have continued our involvement with staff in the Core Competencies initiative, building on HOW we do our work.

We have supported staff to be involved in a range of training and development opportunities.

We are very thankful to our dedicated Board and staff members, the Ministries of Children and Youth Services and Community and Social Services, our donors and community partners and the families who welcome us into their lives.

Shawn Allen – Board President | Catharine Shanahan – Executive Director

SUPPORTING FAMILIES TO BE STRONG



Family Respite Services provided support to 1,114 children.



Respite providers offered 80,677 hours of direct care for children to provide a break for their families.



11,580 hours of respite were provided for children attending the respite programs at Weekend with Friends or the Spago Crescent home.



The summer camp programs provided support for 91 children across 6 community centres.



FRS provided summer support for 74 children.

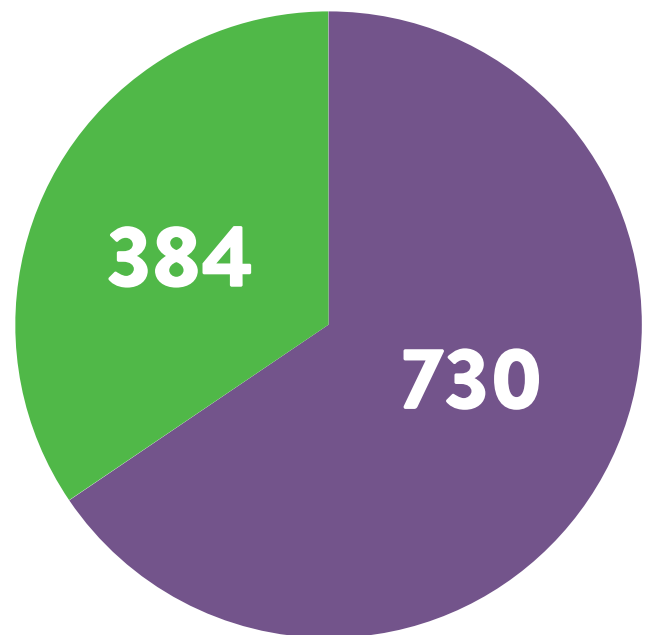
RESPITE SUPPORTS

1,114 CHILDREN SERVED

■ Direct Supports, Purchased Supports, Community Based Supports, Overnight Respite, Residential Care, Special Services at Home.

■ Other Family Support including:

- Assistance for Families Accessing rs.com
- Transition Planning
- Assistance for Families Applying for SSAH, ACSD
- Service Co-ordination



WHAT DOES RESPITE SUPPORT LOOK LIKE?

Most families receiving support through FRS have a Direct Support Provider who provides support for their child for a few hours at a time. Usually they are involved in activities at the child's home or take the child to activities in the community.

FRS also provides support for children to assist them to be included and involved in community recreation programs. These programs are provided in partnership with several municipalities. We also provide support in community centres with the support of St. Clair College students as a part of their student learning.

FRS supports children with a wide range of needs. Special funding resources assist us to support children with autism and mental health challenges. The majority of the children we support have developmental disabilities. Through our fundraising we also assist a number of children with physical disabilities.

Our licensed respite homes, "Weekend with Friends" and the "Spago Crescent Home", provide an opportunity for children to spend a few days out of home.

In addition to these supports, Family Respite Services provides residential support for three children who are in the extended care of the Windsor Essex Children's Aid Society.

SPECIAL SERVICES AT HOME



“Special Services at Home has been a vital program for our family over the years. It has provided opportunities for our daughter to be a part of her community, develop relationships, and at the same time, allowing our family some time to refresh. The support of FRS is very much appreciated.”

- CINDY

Family Respite Services continues to be the lead agency in Windsor/Essex County for SSAH and we offer support and assistance to families by completing the applications, planning respite and personal development goals, recruiting and screening direct support providers through respiteservices.com, administering and hiring direct support providers and providing information about available community resources.

Funded by the Ministry of Community and Social Services, Special Services at Home (SSAH) provides funding for families who have children (0-17 years of age) with a developmental and/or physical disability. Funds can be used to provide respite support and to help the child learn new skills and abilities and to become more independent.

IN 2017/18, THERE WERE:

- 944 children receiving services through the SSAH program in the Windsor/Essex area.
- 81 children who turned 18 years old transitioned to the adult sector through Developmental Services Ontario (DSO).
- 115 children whose families applied for support for the first time were approved funding.
- 28 children whose families applied for support from April 2017 to January 2018 are still awaiting funding approval.
- 50 children who were currently receiving SSAH funds and who applied for an increase in funding due to changes in their circumstances were approved additional funding. This was a welcome approach that was implemented this year for families who were experiencing changes in their child’s support needs.

FAMILY RESPITE SERVICES
ADMINISTERED 235 CONTRACTS
FOR FAMILIES, EMPLOYING DIRECT
SUPPORT PROVIDERS TO PROVIDE
SUPPORT FOR THEIR CHILDREN.

SUPPORTING FAMILIES TO BE STRONG

PROVIDING A CORE SERVICE FOR CHILDREN WITH MENTAL HEALTH CHALLENGES:

As one of the four core service agencies in Windsor-Essex, FRS works with the lead agency Hotel Dieu Grace Hospital to be a vital part of the services delivered for children with mental health challenges. FRS works collaboratively with the children's mental health agencies - Children First, HDGH Regional Children's Centre and Maryvale to build respite into the plan for the child and family where required. 86 children and their families accessed this support this past year.



RESPITE SERVICES FOR CHILDREN WITH AUTISM



The Ministry of Children and Youth Services directs funds for respite care specifically for children diagnosed with ASD. Family Respite Services continued to work with Safeguards Training to provide online training for respite providers for supporting children with autism, as well as providing a training program for families.

“We greatly appreciate all of your help. It has been a great blessing to know your organization! Thank you greatly!”

“Allowing us as parents a much needed break and times so we can provide the best care needed for our boys.”

“Family Respite is an amazing organization that is so needed for families in our area. Thank you.”

“It is an additional fund we could use most especially if your child is growing and maturing and LOVES to be apart in the community.”

“Respite has been very important and beneficial for us! Very important!”

SOME OF THE MEANINGFUL ACTIVITIES INCLUDED:

Swimming club, lego robotics, hockey games, dog walks, cooking, library, movies, Art In The Park, meeting with peers for play dates, skating, play-based activities and activities to be able to be more physically active.

Target goal was to
provide support for
109 children

FRS provided
service to
330 children

SPAGO & WEEKEND WITH FRIENDS



We've had another busy year in our residential/overnight respite programs. We have continued to welcome new faces to our group, watched our youth form friendships, excel at new activities, and pick up new hobbies and interests along the way. Popular activities that we enjoyed throughout the year included: riding the slides at Adventure Bay, bouncing at sky zone, nature walks at Ojibway park and Point Pelee, and renting a cabin out at the Willowood campground in Amherstburg. We embraced opportunities to be a part of the Windsor Essex community, while attending ongoing summer festivals and events in the county. Overall, it is the connections and friendships that are made during these exciting events that makes Weekend with Friends and Spago such a valuable and loved program.



"I love coming to Weekend With Friends to see my friends Nikolas and Heather. My favourite place to go is Colasanti's with my friends to play games and get chicken for lunch."

ALEX STRATIS

28 Children participated at Weekend With Friends

11 Children participated at the Spago Home

"The Spago House has been a blessing in disguise. As parents of a severely disabled child it is never easy to put your child's care into someone else's hands. But the staff at the Spago House has been nothing but extraordinary. They have provided a loving, safe and accessible environment for our son to thrive. The house has provided our son with opportunities to explore our community and to make new friends. It has given us a much needed break from the daily tasks and struggles that come along with having a special needs child. We are so thankful for this amazing program and the wonderful staff!"

KATIE

"Alex has been participating in the Weekend With Friends program for the past 6 years.

It has been a blessing as it provides Alex social time with his friends, where he gets to participate in awesome activities, while in a safe environment. This program at times has given us the chance and opportunity to spend time with our other children, while Alex is enjoying a fun weekend gaining some independence with his friends."

STEPHANIE STRATIS

LISTENING TO FAMILIES

FAMILY ENGAGEMENT COMMITTEE

In early 2017 we began gathering information from families who are involved with Family Respite Services. We wanted to explore with them new ways in which we could be helpful as they continued along the journey with their sons and daughters.

Parents shared what they felt was very positive about the role that FRS has played with their families, but also identified that they would benefit from having an opportunity to connect with other families, that they have an ongoing need for information and that they experience great concern and fear when thinking about the future for their sons and daughters.

Out of those discussions, an evening session for parents was developed. The established goals were to provide families with meaningful information, to plant seeds through the sharing of

creative ideas and family stories and to provide those attending with an opportunity to connect with other parents.

Feedback from the parents was extremely positive. All of the parents attending indicated that they had gained ideas and information that will be useful as they continue to plan for their children. Families expressed that it was valuable to think about the future, to hear the experiences of other parents and to make connections with others.

The families also provided information and feedback that will be used to develop future sessions. This will allow us to continue exploring ways to offer support to families as we share ideas, explore possibilities and nurture hope.

TRANSITION PLANNING

FRS maintains a website www.transitionplanningwindsorsex.ca to provide information resources and stories for families and professionals in our community. We also work with community partners to be part of an event called Planning for Success.

To whom it may concern,

I am the mother of a 16 year old boy with autism. With the help of Family Respite Services my son has been given numerous opportunities throughout his life which have benefited us greatly as a family. The respite providers who have been paired with my son have allowed him to strengthen his social skills tremendously. By taking him on different adventures and spending time with him outside of the house, they act as stress relievers and are a great deal of help to the family. Family Respite Services has also strengthened the bond of my son with his siblings through educating them in their Sibling Support Program. They constantly work to educate and inform us of the various programs and ways we can help our son live an easy and happy life. This is done by their many helpful workshops geared towards parents. Through their workshops, I have become much more aware of the many government programs regarding disabilities. I have been provided with so many programs regarding my son's adulthood and journey through post-adolescence. Having never been through this experience before, Family Respite acts as an excellent guide as they are constantly working to educate me on what it will be like having an adult child with autism. Thanks to Family Respite Services and their hardworking coordinators and executives I now have a clearly mapped out plan for my son's future.

Sincerely, Ibtissam Saadeh

LINKING FAMILIES AND DIRECT SUPPORT PROVIDERS

What we hear from Direct Support Providers is that they get so much out of their experience from working alongside a child and family.

Family Respite Services connects caring community people to develop a positive relationship as well as provide opportunities to enhance the child's community participation.

On behalf of the families this year past, we screened 134 potential candidates for the www.supportyourway.ca and www.respiteservices.com website, to help families find a match

that best fits their child's respite supports. Families were able to view 352 profiles independently to create a link with their family. In addition, FRS sent 636 potential profiles to families giving Direct Support Providers the ability to match with multiple families in the community.

Over the past year, 81 new families had access to this resource and over 700 families have utilized this matching tool since its inception in 2010.



"I registered online and was called for an interview, completed the paperwork, had a very informative orientation process within a span of just 2-3 weeks. The first time a family contacted me I had the opportunity to go meet the family, discuss my availability and whether it was a good fit for both of us. The experience so far has been wonderful. Thank you Respite Services."

CHATTARI
DIRECT SUPPORT PROVIDER

"My respite workers are my freedom and my best friends. My workers help me a lot. We like to do fun things like games, crafts, and going for bike rides. My workers have a special place in my heart."

HALLIE



SUPPORTING CHILDREN TO BE IN THE COMMUNITY

FRS SUMMER PROGRAM 2017

CAPRI PIZZERIA RECREATION COMPLEX:

- 22 children were provided with support offering 2 weeks or more
- Included 2 weeks of teen camp (8 teenagers)
- 2-3 staff worked at the centre
- 172 days of camp at this centre
- 8 weeks of camp offered

Total Cost: \$16,839

FOREST GLADE COMMUNITY CENTRE:

- 16 children were provided with support offering 2 weeks or more
- 2 staff worked at the centre
- 143 days of camp at this centre
- 8 weeks of camp offered

Total Cost: \$14,220

GINO MARCUS COMMUNITY CENTRE:

- 22 children were provided with support offering 2 weeks or more
- Included 1 week of teen camp (9 teenagers)
- 2-3 staff worked at the centre
- 168 days of camp at this centre
- 8 weeks of camp offered

Total Cost: \$17,202

ADIE KNOX COMMUNITY CENTRE:

- 5 children were provided with support offering 2 weeks
- 1-2 staff worked at the centre
- 50 days of camp at this centre
- 8 weeks of camp offered; 7 attended

Total Cost: \$8,473

VOLLMER COMPLEX:

- 11 children were provided with support offering 2 weeks or more
- 3 staff worked at the centre
- 113 days of camp at the centre
- 8 weeks of camp offered

Total Cost: \$18,150

SHERK COMPLEX:

- 15 children were provided with support offering 2 weeks or more
- 2 staff worked at the centre
- 136 days of camp at the centre
- 8 weeks of camp offered

Total Cost: \$13,912

WWF DAY CAMP:

- 7 weeks of day camp were provided
- 4 days a week
- 21 children utilized the day camp program at WWF

SPAGO DAY CAMP:

- 7 weeks of day camp were offered
- Up to 4 days a week including overnight
- 9 children utilized the day camp program at Spago

CANADA SUMMER JOBS

Funding through Canada Summer Jobs enabled Family Respite Services to create 15 summer positions. 14 of these positions were to hire students to directly support children and youth attending summer day camps in Windsor, LaSalle and Leamington. An additional position was created in the main office to assist with managing the summer support funding.

91 Children
Total Number of Children
Supported in Community Centres

18 Children
New Children/First Time
Receiving Supports

*Supported during July, and August

FANTASTIC FRIDAYS

We supported 28 children; including the Teen program April 2017 - March 2018 and the Youth program April, May and June 2017.

The partnership between Family Respite Services and the Vollmer Recreation Complex has been amazing in providing a night for teens to get together. The themes each week provide meaningful activities along with swimming and getting outside to play sports and enjoy the fresh air. The friendships developed at Teen Night continue on outside of the program and many who we have introduced and supported at Fantastic Fridays have continued to come after their 18th birthdays!

28 children & youth
attended the Fantastic
Fridays program

FRIENDSHIP FRIDAYS

19 children & youth
attended the
Friendship Fridays
program

The Friendship Friday program was created to give children the opportunity to play and grow while making friends. They interact through sports, games, and crafts, and also have the opportunity to help prepare and share a snack. Occasionally, they head over to the arena next door to ice skate!

“Friendship Fridays” began in October and have provided support to 19 children.

SUPER SATURDAY

The Super Saturday program provides a meaningful day of activities for children ages 6-12, while also mentoring St. Clair College students from the Child and Youth Care and Educational Support programs. The children take part in the drop-in program provided at the Vollmer Recreation Complex and look forward to the fun activities each Saturday. Weekly themes, including camping, Mardi Gras, superheroes and pizza party, are planned by the students and provide an opportunity to swim, do crafts, play games and get some physical activity, while spending time with their peers and giving families a short break.

28 children & youth
attended the
Super Saturday
program

“My son is always excited to participate in the Super Saturday program. It gives him an opportunity to play and interact with children his own age, swimming, and doing fun activities, crafts and games. It gives us much needed respite, and we feel confident that he is well supervised and safe while participating in the program. We can feel good that even though it is respite time for Mom and Dad, he is happy and enthusiastic to be in the program. It is a win/win for everyone.”



CAMP CEDARWIN

We enjoyed another successful year at Camp Cedarwin with Scouts Canada. We welcomed 15 teens once again into the program who were eager to catch up with their scouting friends and leaders, while greeting some new faces to the camp this year. The Scouts continue to bring back previous favourite activities such as canoeing, archery, the ropes course, wood branding, t-shirt making and a talent show around the campfire to keep our teens entertained while wishing the weekend would never end. This partnership has offered these teens an opportunity to experience something they may not have otherwise experienced. We appreciate the time and effort the Scout volunteers put into the activities we participate in, but also the patience and guidance they continue to show us throughout our stay. Camp Cedarwin has become the highlight for our teens and staff members each summer and is much appreciated by their families too.



TEENS IN ACTION

The teen camps at Capri Pizzeria Recreational Complex and Gino A. Marcus community centres went extremely well this year! Over 15 teens registered and had a fantastic week, building friendships and leadership qualities. The teens wanted to run a talent show. They practiced their talent every day during the week, and each presented something unique to everyone: singing, hockey skills, origami lessons, being an artist (audience given things to draw). We are sure more magic moments and memories will be made this year too!



FRS STATEMENT OF OPERATIONS

FOR THE YEAR ENDED MARCH 31, 2018 (WITH COMPARATIVE FIGURES FOR 2017) (UNAUDITED)

	OPERATING FUND	CAPITAL FUND	NEVADA FUND	TOTAL 2018	TOTAL 2017
REVENUE					
Ontario Ministries of Community and Social Services and Children and Youth Services operating grants	\$ 3,140,162	\$ -	\$ -	\$ 3,140,162	\$ 3,050,342
Special Services at Home other agencies	11,685			11,685	9,650
SSAH + other purchased respite supports	1,027,065	-	-	1,027,065	974,608
Grants and other income	155,360	-	-	155,360	202,033
Administrative and miscellaneous	142,808	-	-	142,808	142,424
Donations	50,551	-	-	50,551	25,048
Fundraising	65,605	-	-	65,605	65,403
Interest and investment income	20,061	-	-	20,061	23,045
Nevada	-	-	5,375	5,375	4,482
Amortization of deferred contributions	-	5,287	-	5,287	5,287
	4,613,297	5,287	5,375	4,623,959	4,502,322
EXPENDITURES					
Administration	\$ 61,871	\$ -	\$ -	\$ 61,871	\$ 177,695
Advertising and promotion	5,147	-	-	5,147	5,536
Amortization	-	31,055	-	31,055	31,565
Automotive	15,679	-	-	15,679	14,600
Computer administration	65,513	-	-	65,513	35,683
Fees and memberships	2,432	-	-	2,432	2,138
Fundraising	46,444	-	-	46,444	41,632
Insurance	26,632	-	-	26,632	26,200
Nevada expenditures	-	-	960	960	5,068
Nevada tickets	-	-	2,984	2,984	2,440
Purchased services	37,961	-	-	37,961	37,179
Rent	114,345	-	-	114,345	114,345
Repairs and maintenance	10,927	-	-	10,927	9,848
Respite expenses and purchased support	1,355,951	-	-	1,355,951	1,303,175
Special Services at Home and associated family expenses	11,685	-	-	11,685	9,650
Supplies	86,432	-	-	86,432	82,450
Telephone	9,272	-	-	9,272	11,547
Training - staff	12,951	-	-	12,951	24,135
- respite	17,089	-	-	17,089	15,868
Transition to adulthood planning	2,014	-	-	2,014	1,693
Travel	16,806	-	-	16,806	18,840
Utilities	9,600	-	-	9,600	9,064
Wages and benefits - program	2,480,207	-	-	2,480,207	2,323,734
- administration	201,706	-	-	201,706	213,703
	4,590,664	31,055	3,9444	4,625,663	4,517,788
Excess (deficiency) of revenue over expenditures	\$ 22,633	\$ (25,768)	\$ 1,431	\$ (1,704)	\$ (15,466)

THIS IS AN EXCERPT FROM THE MARCH 31, 2018 ANNUAL FINANCIAL STATEMENTS.
THIS IS TO BE USED FOR INFORMATIONAL PURPOSES ONLY.



APPRECIATING YOUR SUPPORT

COMMUNITY CHAMPIONS CREATE MEMORIES FOR CHILDREN!

We are grateful for the generous partnerships and financial support that we receive from our community champions. These supporters are instrumental in ensuring that the children and families we serve, get the critical respite resources they need.

We'd like to acknowledge our community donors and advocates, as they have made our vision come alive this past year!

Family Respite relies on financial support for:

Direct support for children with physical disabilities, as well as additional respite hours for families with higher support needs.

Funded through general donations, donations in memory of a loved one and personal shares from individuals, The Windsor-Essex Real Estate Board, Green Shield Corporate Donation and the Sovereign Military Order of Jerusalem, the FRS Christmas Campaign, the Bluewater Pools and Spas \$5,000 Raffle 4 Respite and Nevada at Back Road Cafe!



Inspiring Kids to Get Active

The "Super Saturday" Program

Funded through GoodLife Kids Foundation.



The "Fantastic Fridays fun with Friends" program

Funded through Caesars Windsor Cares.



We're not a bank. We're better.

The Youth Retreat at Camp Cedarwin

Funded by WFCU.



The Summer Day Camp Program

Funded through Fundraising Events: Walk on Erie Street, Riverside Minor Baseball 100 Inning Game and Dry Parlour Brunch en Blanc!



The May Court Clubs

Weekend with Friends at Willowood

Funded by May Court Club Shoppe.

WORKING WITH OUR COMMUNITY PARTNERS

FAMILY RESPITE SERVICES HAS BEEN AN ACTIVE PARTNER/PARTICIPANT WITH:

- ASSOCIATION OF FUNDRAISING PROFESSIONALS
- CANADIAN RESPITE ASSOCIATION
- CHILD ABUSE PREVENTION COMMITTEE
- CHILDREN AND YOUTH DIRECTOR'S FORUM
- CORE SERVICES PROVIDERS (CHILDREN'S MENTAL HEALTH)
- DEVELOPMENTAL SERVICES HR RESOURCE STRATEGY/CORE COMPETENCY TRAINING
- INTERNATIONAL SHORT BREAK ASSOCIATION
- ONTARIO AGENCIES SUPPORTING INDIVIDUALS WITH SPECIAL NEEDS
- PROVINCIAL RESPITE SERVICES NETWORK
- ST. CLAIR TRI-COUNTY STAFF TRAINING AND DEVELOPMENT COMMITTEE
- TRIPLE P - POSITIVE PARENTING PROGRAM
- WINDSOR ESSEX COUNTY CHILDREN AND YOUTH PLANNING COMMITTEE
- WINDSOR ESSEX SERVICE PROVIDERS COLLABORATION COMMITTEE
- WINDSOR ESSEX TRANSITION PLANNING GROUP
- AUTISM ACROSS THE AGES
- WINDSOR ESSEX FAMILY NETWORK
 - Microboards
 - Navigating High School
 - Planning for Success
 - Inclusive Communities
 - My Home My Choice
 - School Entry
 - IEP and More

BUILD AND MAINTAIN STRONG STAFF

Family Respite Services has made a commitment to core competencies development in our workplace and we continue to nurture: collaboration; problem solving and decision making; relationship and network building; initiative and advocating for others in a dynamic work environment.

The Core Competencies implementation team explored creative and helpful ways to assist new staff members and support experienced team members. The second annual “Core Competencies Day” offered an opportunity to pause, acknowledge and celebrate the many values and competencies that guide us in the important role of serving families in this community.

STAFF MEMBERS

Executive Director
Catharine Shanahan

Respite Resource Manager
Jane Wysman

Family Coordinators
Debbie Crawford
Melanie Dault
Paola Francis
Patti Gibb
Katie Koschuck
Shannon Luelo
Sue McKee
Cindy McPhedran
Heather Shanahan
Julia Valeriani

Resource Coordinator
Clementine Matassa

Community Relations & Recruitment Coordinator
Alexandria Fischer

SSAH Lead Coordinator
Wendy Gosselin

Administrative Staff
Lucy Baillargeon
Rosanne Boutette
Lorraine Diesbourg
Jailil Farah
Carol Lutz
Linda Rinaldi
Lesleigh Cameron
*Summer Student

WEEKEND WITH FRIENDS, SPAGO HOME, & COMMUNITY CENTRE PROGRAMS

Residential Manager
Maureen Stiers

Core Staff

Jessica Brisson
Chalen Fecteau

Kathleen Lisinski
Jocelyn Picard-Riddle

Program Coordinators

Chelsea Garraway
Kathleen Lisinski

Julia Valeriani
Lyndsay Brydges
*Maternity Leave

Residential Staff

Kayla Belanger
Mona Ben Aoun
Michelle Bruxer
Christina Elder
Lauren Gauthier
Jake Hicks
Heather Krantz
Amy Lauzon
Kaitlyn Lauzon

Kristal Ledoux
Vanessa Mayor
Cassie McMaster
Christine Rettig
Dylan Ryan
Madison Sage
Samantha Scussolin
Abbey Stotts
Kelly Thornton
Morgan Tosh

Steve Tran
Victoria McGuire-Rainone
Hanna Armsrtong
*Summer Student
Justin Falker
*Summer Student
Julia Rajsigl
*Summer Student

Community Centre Staff

Jeffrey Adey
Michelle Bruxer
Lauren Gauthier
Jake Hicks
Kolby Phillips
Emily Rivard

Mackenzie Roy
Alicia Zainer
Gabrielle Dionne
*Summer Student
Meghan Gaudette
*Summer Student
Mitchell Hunter
*Summer Student

Erika Koehn
*Summer Student
Shannon Kennedy
*Summer Student
Samantha Sequeira
*Summer Student
Melissa Turnbull
*Summer Student

Maintenance
Thomas Wysman

Resigned Throughout the Year

Leah Bures
Elyse Martin
Taylor Pitre
Andrew Yacoub



**FAMILY RESPITE SERVICES
WINDSOR-ESSEX**

3295 Quality Way Unit 101A
Windsor, Ontario
N8T 3R9

P 519-972-9688

F 519-972-8902

E info@familyrespite.org

www.familyrespite.org



**MAKE SURE TO FOLLOW US ON
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Make sure to
FOLLOW US

@WEFamilyRespite and
use #SuperSaturdays
#FantasticFridays #YQG
#YQGrespite #YQGFRS



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