



# 2018-2019

## ANNUAL REPORT

**FASD**   
NETWORK





# MISSION

TO ENHANCE THE LIVES OF INDIVIDUALS AND FAMILIES LIVING WITH FASD

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# BOARD MESSAGE

We are honoured to have served as co-presidents for the 2018/19 year; it has been an educational and productive year. From a Board perspective, we were very pleased to have 8 new members join us. With so many new members, our focus for the year included embracing the history of the organization while also planning for its growth.

Our members undertook many tasks this year to support the staff and guide the organization towards its vision. Reviewing the Network's policies has been an ongoing project throughout the year, along with continued efforts to supplement our members' knowledge of board governance through education such as the ELEVATE leadership program. This year, the Board also formed a committee to organize fundraising on behalf of the Network, beginning with an 'Art & Pizza' night for our clients. We are proud to say that the Board's commitment to changing the lives of individuals and families impacted by FASD is the same today as it was when the organization was founded by caregivers 24 years ago.

We would like to express our sincerest gratitude for the invaluable contributions of the organization's staff. As a Board we are thankful to witness the incredible achievements that the staff has worked towards over the last year. Your efforts have been instrumental in bringing the Network closer to its mission 'to enhance the lives of individuals and families living with FASD.'

We look forward to helping guide the Network towards its future potential.

Sincerely,

The image shows two handwritten signatures in black ink. The first signature is 'CH' for Cara Haaf, and the second is 'Meagan' for Meagan Ward. They are written in a cursive, flowing style.

Cara Haaf & Meagan Ward, Co-Presidents



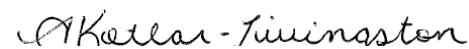
# STAFF MESSAGE

The FASD Network has had an exciting year of growth and new opportunities. The Network would like to express its sincerest gratitude to its clients, partners, funders, board and staff for their continued and ongoing support. It is through your dedication that we were able to accomplish all the milestones that were reached this year.

Throughout the 2018/19 fiscal year, the Network saw an increase in stats across all programs. As we reflect back on the year, numerous highlights stand out. With the addition of an office in Regina and justice specific support services, the Network's Support Program was able to offer services to more clients than ever before. We were proud to once again hold our annual events while also adding several opportunities in different communities for people from across the province to attend events focused on providing FASD education. Through our Training Program, the Network expanded its reach outside of Saskatchewan travelling as far as Newfoundland and British Columbia to spread our messaging about FASD and the combined need for education and support.

The future of the Network is bright. With 24 years of service in Saskatchewan, the Network is pleased to see FASD become more prominent in the minds of our community members; general awareness and understanding of the disability continues to increase throughout the province. The Network will continue to foster this growth through training and support as we carry on searching for innovative ways to expand our services.

Sincerely,



Andrea Kotlar-Livingston, Executive Director



# PARTNERSHIPS

601 Outreach/AIDS Saskatoon	Friendship Inn	Regional Psychiatric Centre
Adoption Support Centre of Saskatchewan	Greater Catholic School Division	Saskatchewan Abilities Council
Alvin Buckwold Child Development Program	John Howard Society	SACL (Saskatchewan Association for Community Living)
Canadian Mental Health Association	Journey Homes	SARC
CANFASD	June Draude	Saskatchewan Foster Families Association
Catholic Family Services	Legal Aid Saskatoon	Saskatchewan Health Authority
Community Living Service Division	Learning Disabilities Association	Saskatchewan Prevention Institute
Cognitive Disability Strategy	MACSI (Métis Addiction Council of Saskatchewan Inc.)	Saskatoon Mental Health Strategy
CLASI (Community Living Association Saskatoon Inc.)	Mental Health and Addiction Services	Saskatoon Police Service
CLASSIC (Community Legal Assistance Services for Saskatoon Inner City Inc.)	Ministry of Education	Saskatoon Public Schools
CUMFI (Central Urban Métis Federation Inc.)	Ministry of Health	Saskatoon Tribal Council
DISC (Disability Income Support Coalition)	Ministry of Justice	Sheri Benson - MP Saskatoon West
Dr. Mansfield Mela	Ministry of Social Services	Str8up
Dr. Michelle Stewart	My Homes – Egadz	University of Regina
Eagle Heart Centre	Probation Services Saskatoon	University of Saskatchewan
Family Service Saskatoon	RADIUS	Westside Community Clinic
	Ranch Ehrlo Society	YWCA
	Regina Community Clinic	
	Regina Mental Health Disposition Court	

We would like to thank our 2018/19 funders, the Saskatchewan Ministry of Health and the Ministry of Social Services, the Saskatchewan Liquor and Gaming Authority, the Law Foundation of Saskatchewan, the Saskatoon Community Foundation, the City of Saskatoon, Dakota Dunes Development Corporation, and SGI.





# VISION

FOR INDIVIDUALS WITH FASD AND THEIR FAMILIES TO RECOGNIZE THEMSELVES AS SAFE, SUPPORTED, VALUED AND CONTRIBUTING MEMBERS OF THE COMMUNITY









# SUPPORT PROGRAM

The Network's Support Program was created to give families and individuals direct support in their daily lives.

Now in its 8<sup>th</sup> year of service provision, the Support Program continues to grow. In 2018/19, the Support Program expanded by opening a satellite office in Regina and adding a program to offer services for individuals with FASD who have involvement in the justice system. Through these new and existing services, the Support Program was able to offer support to 241 clients this year, a 52% growth from the last fiscal year. Of these active case files 131 were new clients accessing support services for the first time.

The Network continues to look for additional funding and grants to expand the capacity of the Support Program to meet the needs of Saskatchewan families impacted by FASD.

66  
SASKATOON  
CLIENTS

41  
REGINA  
CLIENTS

50%  
INDIVIDUALS  
WITH FASD

## SASKATOON PROGRAM

At the time of its creation the Support Program only offered services to clients residing in Saskatoon. Not only has the program expanded to other Saskatchewan communities but the case files within the city continue to increase. As awareness of our services increases, so does interest in receiving our supports with a total of 66 case files in the Saskatoon office during the 2018/19 fiscal year. With 46 referrals received throughout the year the Support Program staff have worked diligently to move as many as possible to their active case loads. During the year, the program was able to close 39 files in Saskatoon as clients met their goals or no longer required support.

Along with one-on-one assistance and direct support, a primary focus of the Support Program has been advocating on behalf of our clients for services and more understanding of their disability. Throughout the year the Network attended various appointments and meetings to advocate for our clients' needs with the education system, housing, health and addiction services, employers, social services, the justice system, etc.

## REGINA PROGRAM

This year, the Network achieved a goal we have been working towards for several years. Thanks to additional funding provided by the Saskatchewan Ministry of Health, the organization was able to expand its services by opening an additional office located in Regina. This expansion has allowed the Network to offer the same level of one-on-one assistance and direct support that has proven so effective in Saskatoon.

The Regina office currently houses one staff member who provides support and services to individuals and families impacted by FASD. Within its first year of operations the Regina Support Program was able to support 41 active case files. As awareness of this new service increased in the surrounding community so did the referrals for services which totaled 53 by the end of the fiscal year. The Network is excited to grow this new program.



## JUSTICE SERVICES

Another exciting addition to the Network's services was the creation of a position specializing in support for individuals with FASD who have involvement in the justice system. Thanks to funding providing by the Law Foundation of Saskatchewan, the Network was able to provide justice support services throughout the year.

The aim of the justice services are to provide wraparound supports and services, as well as referrals to community organizations to help clients reduce or eliminate criminal behaviour and maintain a healthy lifestyle. During the first year of operations, the new justice services focused on connecting directly with individuals with FASD in the two therapeutic courts as well as regular criminal court and referrals from other agencies. The services offered included assistance with every step of the justice system process including court proceedings, periods of incarceration, release planning, and support after reintegration into society. Through these methods justice services were offered to 45 active case files in the first year. With 51 referrals coming from the courts, correctional centers, and law agencies these new services have been highly valued by the community.

## OUTREACH SERVICES

For the past two years, the goal of the Network's outreach services has been to provide support to anyone in Saskatchewan. This program aims to support people in the same manner as the original Support Program by utilizing different methods. When possible, the outreach worker travelled directly to each community to offer support to the clients residing outside of Saskatoon and Regina. Technology such as teleconferences and video calls were used to offer direct support from a distance when travel to the communities was not possible.

By finding innovative ways to meet the needs of clients from all over the province, the Network was able to offer support and services to 48 clients. These clients reside in 42 different communities, including communities as far as Stony Rapids, Swift Current, and Kenosee .

45

JUSTICE  
CLIENTS

48

OUTREACH  
CLIENTS

42

COMMUNITIES  
WITH CLIENTS

## INTENSIVE SERVICES

As part of our continued partnership with the Ministry of Social Services, the Network offers intensive support services to families impacted by FASD who are in need of assistance navigating the child welfare/protection systems. The main objective of this service is to empower families by giving them the knowledge to manage the behaviours and struggles relating to FASD and to be able to implement strategies with a greater understanding of the approaches and accommodations necessary to increase the capacity of the individual affected by FASD.

During the 2018/19 fiscal year, these services were contracted on an hourly basis by the Ministry of Social Service for 37 clients who needed intensive support to assist with family reunification or keeping children in their family homes. In total, 980.25 hours of services were provided this year to families who needed in-depth support due to the cognitive and behavioural challenges cause by prenatal alcohol exposure in either the parents, children, or both.

## SERVICE PROVIDERS

The Network's Support Program assisted 14 clients with accessing the mentorship services provided through the Cognitive Disability Strategy. Assistance was provided with the application and renewal processes, connecting to mentors, and receiving respite care.

The Network also offered direct support to 7 active mentors during the 2018/19 fiscal year.

# 241

## TOTAL CLIENTS IN 2018/19



## CAREGIVER SUPPORT



Each month the Network hosts a Caregiver Support Meeting. These meetings are an informative and safe space for caregivers to connect with each other for support. In 2018/19, there was an average of 10 people in attendance at each meeting. The Network has also been lending support to a new support meeting group in Prince Albert.

## PEER SUPPORT



The Network also hosts a Peer Support Meeting each month for people with FASD. Peer support is an effective way for people with FASD to learn new strategies and coping techniques. With an average of 12 individuals each month, it has been a great opportunity for individuals with FASD to learn they are not alone.

## LIFESKILLS WORKSHOPS



In 2018, the Network also continued to provide Life Skill Workshops. The goal of this program was to create an opportunity for individuals with FASD to learn practical life skills. With an average attendance of 4 people the workshops covered over 9 topics this year, including sessions to practice improv which gave attendances a space for self-expression.

## TOLLFREE CALLS



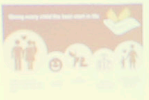
The toll-free phone line is a way for anyone looking for support or more information on FASD to contact the Network. By tracking each call the Network reported that 484 calls were received this year. 346 of these callers were seeking support and 141 were likely reaching out to the Network for the first time.





## Risk and resilience are born in the womb

- Stress and cortisol
- Nutrition
- Maternal health
- Family
- Environment
- Socioeconomics
- Trauma
- Epigenetics







# TRAINING

For 15 years, training has been one of the main services offered by the Network. With four distinct training modules, the Network travels across the province to deliver FASD education to diverse groups.

## FOSTER PARENT

One of the Network's available training modules is our FASD training for foster parents. In partnership with the Ministry of Social Services and the Saskatchewan Foster Families Association the Network provides a 3 hour, mandated training for prospective foster parents. The families who attend these training sessions receive information about the disability as well as tips and strategies that can help them open their homes to children with FASD. This year, the Network delivered 12 training sessions to a total of 81 caregivers. From this training, attendees gained valuable insights from the first-hand accounts of other foster parents on subjects such as birth parents, advocating, judgement, and grief and loss.



# COMMUNITY PRESENTATIONS

For several years the Network has created partnerships with other community-based organizations to deliver presentations on FASD to their staff and the clientele who access their services. These presentations focus on providing basic education on FASD including an explanation of what the disability is and how alcohol consumption during pregnancy can cause lifelong implications for the individuals who are prenatally exposed.

In the past these presentations have typically been delivered within Saskatoon but in 2018/19, with additional funding from SLGA to expand the project, the Network was able to reach members of the general public from many different Saskatchewan communities.

During the fiscal year, the Network travelled to 10 different communities to deliver a total of 43 community presentations. For many people these presentations were their first introduction to FASD. A key part of this project has been to present information in a way that encourages positive discussion of FASD. Through the community presentations project, the Network has been able to increase awareness of FASD in the province while also addressing the persistent stigma often associated with the disability. By making these presentations accessible to the general public and forming partnerships with organizations whose clients may be considered to be at a high-risk of consuming alcohol while pregnant, this project allows the Network to work towards lowering the prevalence of FASD in the province through education.

In total, 516 people received FASD education through the community presentations project this year. The reception from Saskatchewan communities has been very encouraging with the Network already receiving requests for next fiscal year.

43

PRESENTATIONS

10

COMMUNITIES

516

PEOPLE TRAINED

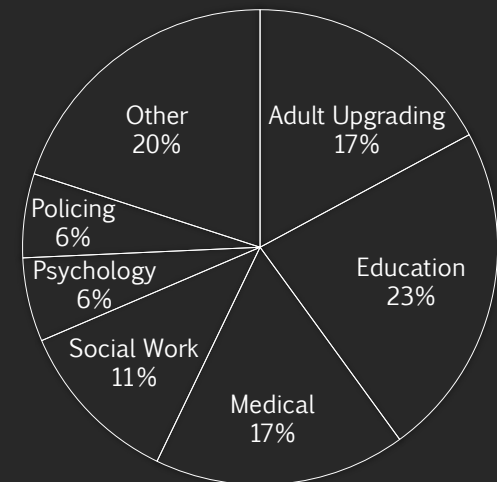


## POST-SECONDARY PROJECT

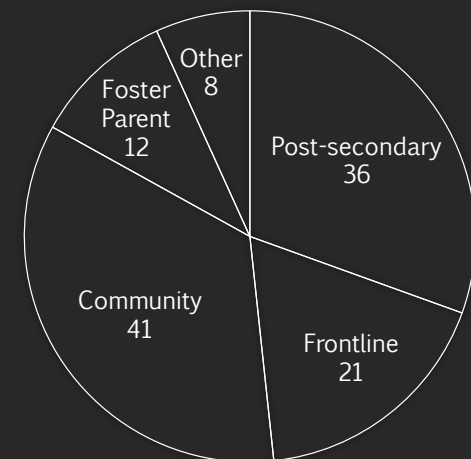
The post-secondary project was one of the first training modules offered by the Network. The primary goal of this project is to provide post-secondary students with information about FASD through presentations delivered in their classrooms. Each presentation covers the basics of FASD including information about prevention of the disability and an overview of the many impairments that can impact the lives of individuals and families who are affected by FASD. As one of the groups most at risk of consuming alcohol while pregnant providing this information to post-secondary students is vital in preventing FASD as well as preparing them for their future careers where they will interact with individuals who live with the disability.

In 2018/19, over 36 presentations were held in 7 different Saskatchewan communities, providing FASD education to approximately 1071 students. The interactive presentations were well received by students and instructors from a variety of fields of study including education, social work, youth care, nursing, pharmacy, and more.

To ensure that students continue to find value in this project, feedback is gathered through surveys after each presentation. Feedback from the presentations delivered this year indicated a high level of satisfaction among attendees. Survey results show that 97% of students found the presentation useful, 98% feel they gained a better understanding of FASD, and 91% feel more prepared to support someone with the disability.



Post-secondary fields of study



2018/19 presentations delivered





“

“This training is very important, I wish I had it sooner”

“I think everyone should take this workshop”

“I feel I’ve gained a better understanding of FASD”

“The presentation was highly engaging and informative”

“I feel a lot more educated and inspired to learn even more”

“Relevant, relatable, and interesting! Great training!”

”



# FRONTLINE TRAINING

The Network's training for frontline workers is designed to increase the capacity of service providers to offer support that fits the needs of individuals with FASD. The two-part training provides in-depth information about the disability, focusing on enabling attendees to make sense of behavioural symptoms and tailor supports to suit the individuals' needs. Unlike the Network's other modules, frontline training provides real-life tips and strategies as well as a toolkit that attendees can use when supporting an individual with FASD.

In total, 363 Saskatchewan professionals benefited from frontline training this year with 21 training sessions being delivered. Private training sessions were booked by organizations across the province for their staff with sessions also hosted by the Network in Saskatoon, Regina, and Prince Albert for service providers from any field.

# CONFERENCES

Throughout the year, the Network was invited to present at and participate in 10 conferences. These conferences were held in Saskatchewan communities such as Saskatoon, Yorkton, and Moose Jaw as well as opportunities to spread the Network's messaging in communities outside of the province in British Columbia and Newfoundland.

Participating at these conferences gave the Network the opportunity to address diverse groups including foster families, educational assistants, nurses, justice workers, and members of First Nations communities. For each conference the Network created a customized presentation designed specifically for the target audience of the event. The Network's training department continues to seek out as many opportunities as possible to provide accurate education and positive messaging about FASD.









# EVENTS

Each year the Network holds events across the province to provide awareness and education. Along with our annual events, this year we added several additional opportunities for people to come learn about FASD.

## FORT FRENZY

In the summer of 2018, the Network held an event for children with FASD in partnership with the Saskatoon Police Service. 5 kids attended the 'Fort Frenzy' event this year. Each child was partnered with a member of the police services to create their own cardboard forts. This event allowed children with FASD to learn that police officers are safe members of the community while the officers were able to experience firsthand how FASD can affect an individual's abilities. It was an afternoon of entertainment and education for the children with FASD and the officers.



# PARENT RETREAT

For the 11th annual Parent Retreat, the Network decided to once again hold the event in three different communities. Beginning in Saskatoon the event then travelled to Regina and Prince Albert, providing education on FASD to caregivers and family members in these communities. Each presentation at this year's event was delivered by Saskatchewan caregivers with years of experience caring for individuals with FASD.

The theme of this year's event was "Driving Hope." Life with FASD can be a rough road and every family is at a different stage of their journey so Parent Retreat focused on support and strategies throughout an individual's lifespan while empowering positive thinking and inspiring a focus on their successes. The day was divided into sessions for different age groups, beginning with a discussion of supporting children then progressing to strategies for teenagers and considerations for transitioning to adulthood. Throughout the day there were also exercises and strategies for sensory disabilities. Reviews from our attendees were very positive.

The event had a total of 71 attendees from over 19 different Saskatchewan communities. Feedback from these attendees indicated that 56% of them were receiving FASD training for the first time and 100% agreed that they gained new, beneficial information from the event.

# AWARENESS DAY

Each year on September 9th, International FASD Awareness Day is recognized around the world to help increase the public's knowledge and understanding of FASD.

In 2018, the Network held a local event to provide education to members of the community. A free-of-charge 'FASD Questions and Answers Panel' was held at the Saskatoon Public Library. The panel consisted of caregivers and individuals with FASD sharing their lived experiences, answering questions, and providing advice. The 55 members of the community who attended the event were able to submit their questions ahead of time or ask them live at the event. The discussions that evening covered a variety of educational topics about the disability, including strategies to use at home, advice for professionals, and how to address the stigma associated with FASD. Feedback from the attendees and speakers indicated that they enjoyed the event.



18  
EVENTS

11  
COMMUNITIES

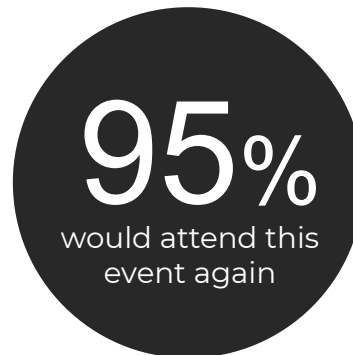
814  
EVENT ATTENDEES



# FASD SESSIONS

The third annual “FASD Sessions” was a two-day conference held in Saskatoon. FASD Sessions 2019 included presentations from experts actively working in the field of FASD and a caregiver whose family has been impacted by the disability.

With previous conferences focusing on stigma and advocating, the theme of the 2019 event was “Support & Strategies.” The 123 professionals who attended benefited from sessions that focused on providing practical tips, concrete strategies, and rich content taken from our speakers’ first-hand experiences. The goal of the event was for attendees to strengthen their knowledge of FASD and feel enabled to create their own strategies for support. This year we were honoured to have as our presenters Dr. Mansfield Mela, a renowned forensic psychiatrist from the University of Saskatchewan, Nate Sheets, an international behaviour consultant from Oregon Behaviour Consultation, and Shana Mohr, the Network’s very own Training Coordinator.



Once again, the feedback at the conclusion of the event indicated that FASD Sessions 2019 was another successful conference. The post-event surveys filled out by attendees showed a high-level of satisfaction with this year’s event. 92% of survey respondents enjoyed the event with 98% indicating that they gained new, beneficial information. The Network hopes that each person in attendance gained unique insights from this year’s event. We believe that providing educational events about FASD can change perceptions and provide Saskatchewan professionals with the knowledge and tools to meet the unique needs of individuals living with the disability.

# FACTS & SNACKS

This year the Network introduced a new event for post-secondary students. Since 2005, instructors at Saskatchewan post-secondary institutes have been able to schedule the Network to deliver presentations on FASD in their classrooms. To expand the reach of this project, the Network held a series of events titled 'FASD Facts & Snacks.'

These events were held in three communities and open to students from any post-secondary institute in Saskatchewan. The free events were intended to raise awareness of FASD among post-secondary students while also providing valuable information to help prepare them for their future careers. Held in Saskatoon, Regina, and Prince Albert the Facts & Snacks events had 201 students attend. Students from programs as diverse as social work, education, nursing, early childhood education, and psychology benefited from the events.

# LUNCH & LEARN

After the success of the Facts & Snacks events, the Network decided to plan similar events open to any member of the community. The free events were held at local venues in 11 Saskatchewan communities. Members of the community who attended the 'Lunch n' Learn' events were given a presentation on information about FASD and the many affects it can have on an individual's daily life.

The response to these events was phenomenal with registration for 80% of the events selling-out within a few weeks. In total, the 11 events had 397 people attend including support workers, parents, family members, students, frontline staff, individuals with FASD, and members of the community who just wanted to learn more about the disability. The Network received very encouraging feedback from each community.

## LOCATIONS OF THIS YEAR'S EVENTS

SASKATOON

MOOSE JAW

NIPAWIN

LA RONGE

PRINCE ALBERT

NORTH BATTLEFORD

LLOYDMINSTER

MEADOW LAKE

REGINA

ESTEVAN

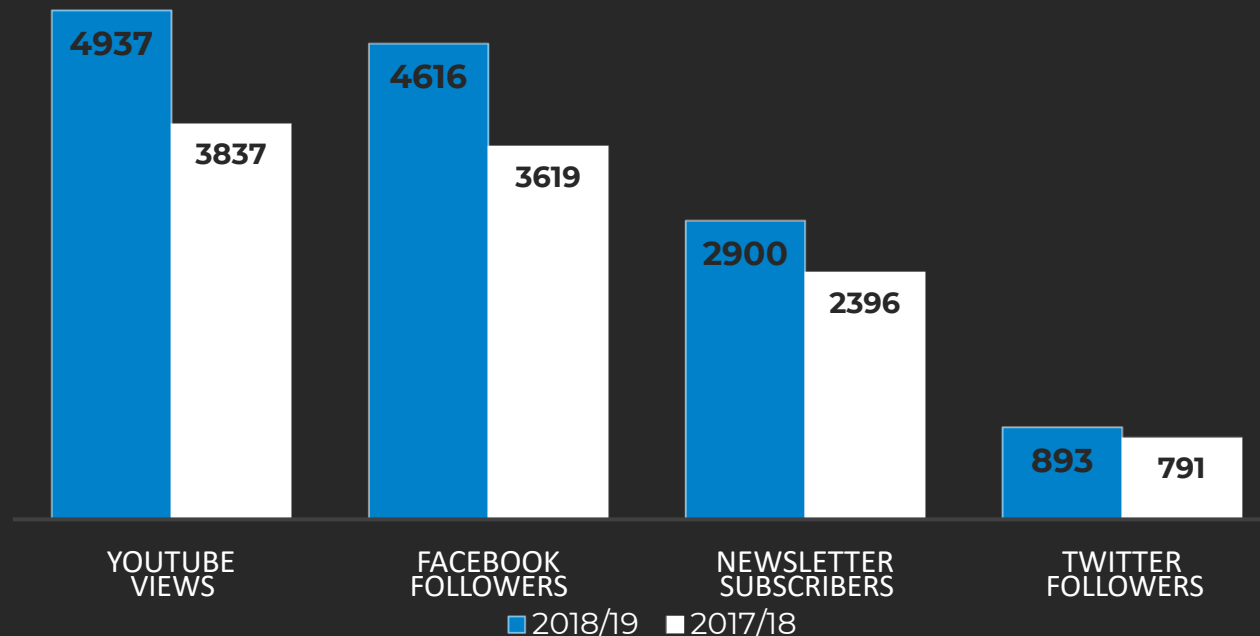
YORKTON



# COMMUNICATIONS

The Network's social media exposure continues to grow. In 2018/19, the organization focused on increasing the reach of its communication channels through organic methods and paid promotions. As illustrated in the chart below, the Network's social media accounts saw steady increases in both the number of followers and the amount of engagement on its posts. By encouraging follower engagement the Network is able to expand the reach of its educational messages with this year's most popular Facebook post being shared 338 times, resulting in the post reaching over 21,988 people.

Along with the social media accounts and monthly Network Newsletter used to provide education and awareness of FASD, the Network also used social media to provide support to caregivers. A private, online group has been running for 4 years, allowing caregivers to provide support to each other. This year the group reached 238 members.





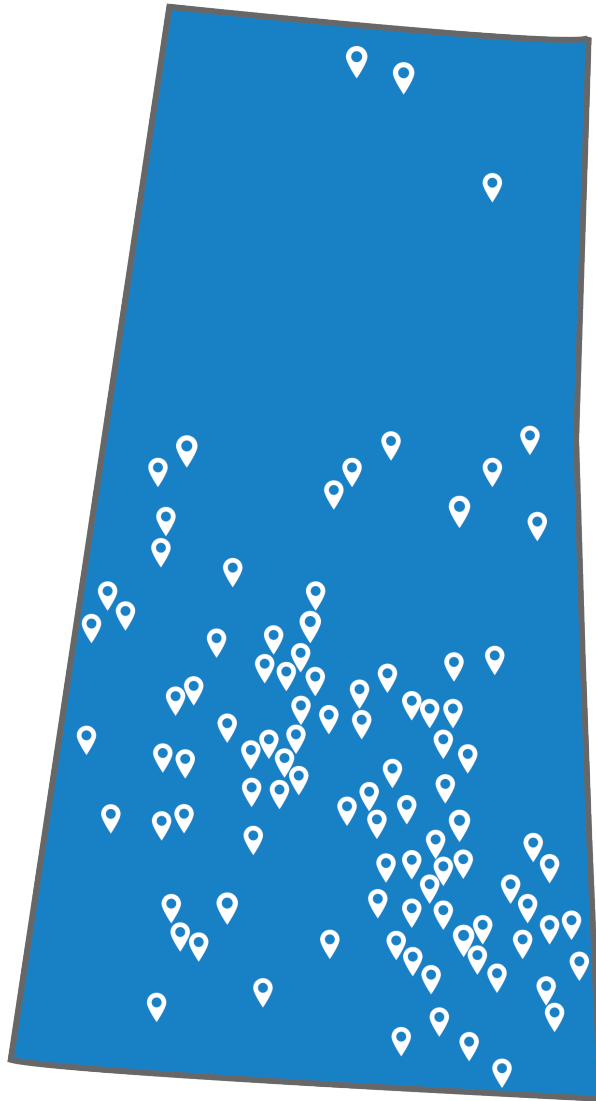
# RESOURCES

In 2018/19, over 6432 copies of the Network's printed resources were distributed not only across Saskatchewan but nationally as well with several requests from international organizations to translate the resources into their local language. Since its creation 12 years ago, the "FASD: Guide to Awareness and Understanding" has become the Network's most demanded resource with 1972 copies distributed this year. In addition to this resource, the Network also supplies a booklet series featuring tips for different demographics such as caregivers, teachers, support workers, etc. The purpose of the Network's resources is to provide factual, up-to-date, information on FASD in an easily accessible format.

In addition to supplying printed booklets, the Network has made all of its primary resources available for download from the organization's website. This allows us to reach more people in need of FASD education and strategies. Throughout the fiscal year, electronic copies of the resources were downloaded over 1361 times.



# COMMUNITIES REACHED



The Network is a provincial organization that looks for opportunities to travel to as many Saskatchewan communities as possible.

In the 2018/19 fiscal year, the Network reached over 101 of these communities. Through the outreach and training programs, the Network was able to travel in every direction across the province to 31 locations. The Network also relies on our online presence and communication technology, such as Facetime, to reach individuals and families in communities we were unable to travel to this year.

By continuing to reach the residents of these diverse communities, the Network can have a real impact on the lives of Saskatchewan families and individuals who are affected by FASD.

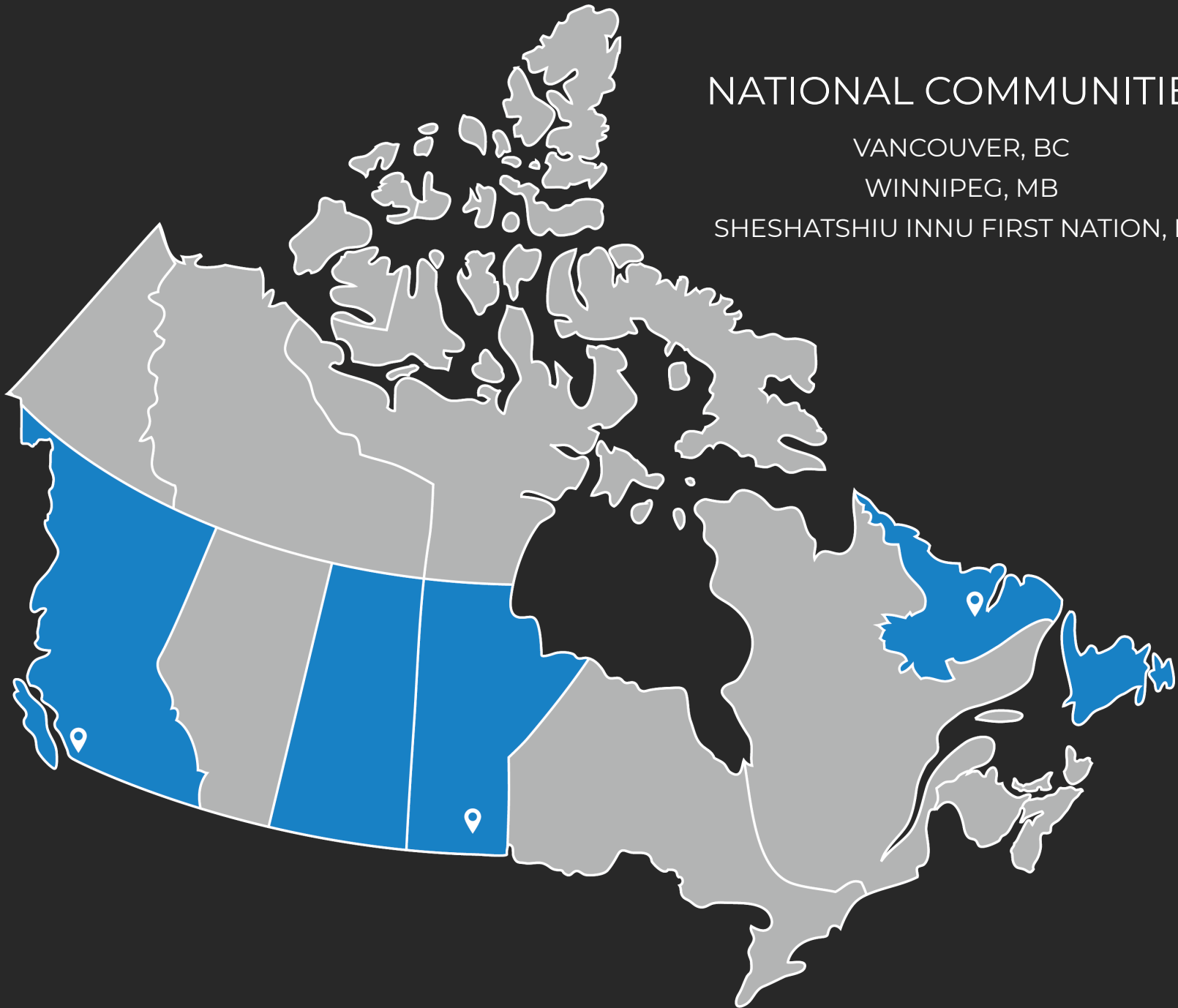
This year, the Network was pleased to see the reach of its training program expand into communities outside of the province with participation in conferences held in three provinces across the nation. We would like to thank all the organizations and committees who invited us to deliver training on FASD in their communities.

## NATIONAL COMMUNITIES

VANCOUVER, BC

WINNIPEG, MB

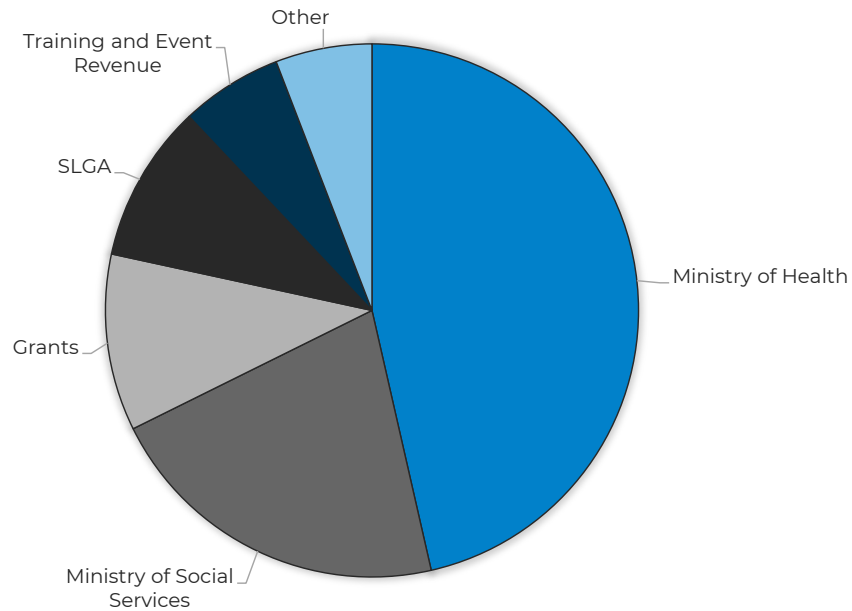
SHESHATSHIU INNU FIRST NATION, NL





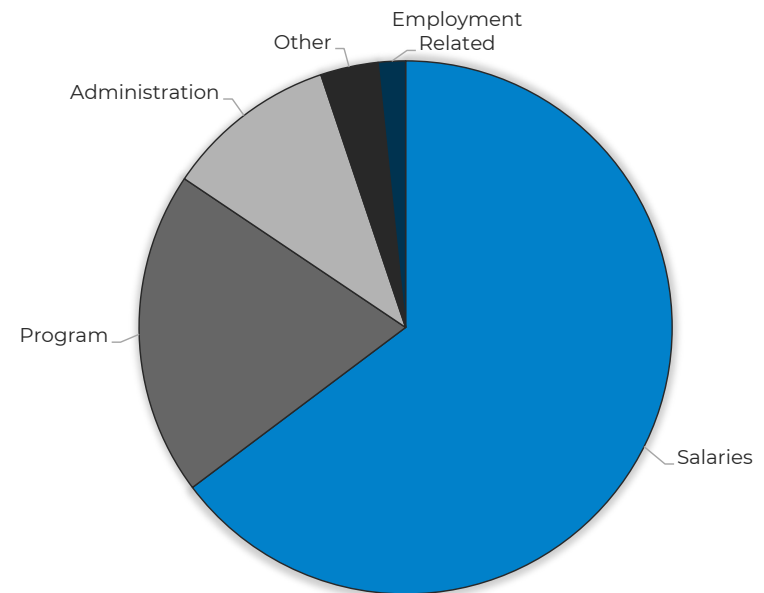
# FINANCIALS

## INCOME



Ministry of Health	46.43%
Ministry of Social Services	21.25%
Grants	10.72%
Saskatchewan Liquor and Gaming Authority	9.57%
Training and Event Revenue	6.18%
Donations and Other Income	5.85%

## EXPENSES



Salaries	64.75%
Program	19.67%
Administration	10.43%
Miscellaneous	3.50%
Mandatory employment related costs	1.65%



# BOARD & STAFF

Cara Haaf, Co-president

Meagan Ward, Co-president

Monica Johnson, Treasurer

Carol Reimer-Wiebe, Secretary

Leslie Sichello, Past President

Tara Anderson, Director

Jaime Boldt, Director

Shirley Hellquist, Director

Jackie Otsig, Director

Bobbi Spicer, Director

Deb Walker, Director

Andrea Kotlar-Livingston, Executive Director

Tanya Beauchamp, Direct Support Manager

Monique Farber, Direct Support Professional

Heather Tigg, Direct Support Professional

Katie Rogers, Direct Support Professional

Janelle Pinay, Direct Support Professional

Eryn Langdon, Direct Support Professional

Alexis Paul, Direct Support Professional

Nicole Batty, Communications Co-ordinator

Shana Mohr, Training Co-ordinator

Margaret Newton, Bookkeeper



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**FASD**   
NETWORK