



For the CHILDREN



"For the CHILDREN" is a joint newsletter of:



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Winter 2003

Zehrs Helps "Touch the Future"

Paddington Bear, Zehrs and the We Believe in Kids Foundation are joining forces this Christmas season. The annual Touch the Future Christmas appeal was launched in early November. In partnership with Zehrs Markets, the Foundation set up a special Paddington Bear tree at the Laurention Power Centre in Kitchener. Paddington Bears adopted by community partners were featured on the giant tree during the weekend promotion at the Ottawa Street superstore.

This is something new with a community flavour for the Foundation this Christmas, commented Christopher Graves, Director of Development.

Hopefully all the available bears will be adopted and adorn the tree. More than 4,000 people per day shop at the store, an added benefit of being on site in Zehrs. That adds up to a lot of community people seeing and hearing about kidsLINK.

Many people, perhaps for the first time, will hear about the services offered by this organization. And, Paddington is a lovable character that may engage people's imaginations to help the Foundation support families and their children.

Counting on Support

Donations generated through the Touch the Future appeal are critical this year. Families struggling to meet the needs of their children with mental challenges need help. Their kids need special care. Many crisis situations would be avoided if caregivers had regular breaks. These families need access to a place where their children have specialized care.

When you partner with kidsLINK, you invest in the lives of children and their families – an investment that pays off in big ways for our entire community.

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Zehrs Helps "Touch the Future" (continued from page 1)

Thanks Paddington!

Paddington Bear is an old friend of kidsLINK and was originally introduced as part of the Foundation's donor recognition program.

The story of Paddington has helped people understand the need for support of our kids. As an orphan bear, Paddington is a favourite character of families world wide and lends himself naturally to the story of kids needing special care. Who wouldn't want to adopt a bear like Paddington who wouldn't want to care for one of our kids?

This Christmas season, why not think creatively about choosing to invest in families and their children? You too can adopt Paddington, and in turn help a family being served by kidsLINK. A donation of \$1,000 sponsors a Paddington Bear. You may also support the Touch the Future appeal through a donation of any size. Our kids need your support!

It's beginning to feel like Christmas. Why not take time this season to touch the future? ■



Ken Hogg, Manager of Zehrs, along with some of his staff, Zaneta Pahlad and Amy Skanes, take a moment with Paddington Bear as the store gears up for a special Christmas weekend for the kidsLINK We Believe in Kids Foundation.

What's New at kidsLINK?

New Business Development Director

kidsLINK is pleased to welcome Chris Gans as its new Director of Business Development. Chris joined the kidsLINK team on September 22, 2003. Prior to kidsLINK, Chris was General Manager of the Dictation Systems division at Philips Electronics Ltd.

Chris has a proven track record as a resourceful, team-oriented executive, with more than 17 years of progressive experience ranging from large, multinational organizations to small, entrepreneurial start-up firms. His strength lies in his ability to develop and manage new business endeavours. He possesses a unique blend of technology, business and people skills, and has brought these abilities to kidsLINK to further its strategic vision of generating alternative and sustainable sources of revenue through social enterprise.

Chris is also the Managing Director of Discovery Learning Solutions, a new division of NDSA focused on learning products and services. His job is to develop Discovery Learning Solutions into a thriving business.

Chris resides in Aurora with his wife Mary Anne and his two children, Thomas and Mikaela. He is actively involved as a hockey and soccer coach, and is pursuing a Teaching Certificate in Adult Education at Georgian College in Barrie. Chris will divide his time between his home office in Aurora and the kidsLINK head office in St. Agatha until the Discovery Learning Solutions office opens. He can be reached by telephone at (416) 566-2591, or by email at cgans@ndsa.on.ca.

Having "caught and bought" the kidsLINK vision and mission, we look forward to Chris's contribution as a member of the kidsLINK management team.

New Face in Marketing

kidsLINK would also like to welcome Therese Gregorio, Manager, Marketing and Communications. Therese is taking over for Penny Walford who is on maternity leave, and will assist Chris Gans. Therese has an extensive background in communications, graphic design and event planning. Her experience, attitude and skills are sure to make a positive impact at kidsLINK!

Social Tech Brewing

A very successful networking program in Vancouver called Social Tech Brewing has come to Ontario! Social Tech Brewing is an informal gathering of people working on, or interested in the intersection of technology and the not-for-profit community in Vancouver and Toronto.

The simple mandate is for people from tech, business and local not-for-profit organizations to get together over beers, on a monthly basis, to discuss how technology can be used for positive social change.

Chris Gans will attend meetings on behalf of kidsLINK. He assures us that having to chat about technology over beers is a sacrifice he is willing to make for kidsLINK - good for you Chris! For more information, check out the Web site at www.socialtechbrewing.org.

Cambridge Site...

Stronger Connections with Families

The long anticipated move has occurred! The Partners Program, kidsLINK's home and community-based intensive family counselling program, has a new location in Cambridge.

What's New at kidsLINK *(continued from page 2)*

The Cambridge team of the Partners Program moved to its new location at 35 Dickson Street in downtown Galt on June 23, 2003.

The Cambridge team, previously located in Kitchener, has been working with families in Cambridge for the past four years. A central aspect of their work involves helping families form strong connections with community supports, including formal social service agencies, recreation programs, faith groups, neighbourhood programs, friends and family.

The Cambridge location has allowed family support workers to spend more time in the Cambridge community, strengthen relationships with community partners, and help families form supportive, lasting networks.

Many families involved in the Partners Program are socially isolated and have limited means of transportation. Knowing the Partners Program is close and easily accessible has reinforced our commitment to them.

A parent support group for families waiting for service in the Partners Program, which runs several times each year in Kitchener, is currently running for the first time in Cambridge. This group is well attended by Cambridge families who are pleased to have a support group so close to home.

The Partners Program team is very appreciative of the warm welcome they have received from the Cambridge community, and look forward to supporting many families in the years to come. ■

Respite Services to Suspend Operations

kidsLINK's Respite Services has consistently earned the reputation as a warm and caring environment for children with social, emotional and behavioral needs since its opening in May 2001.

We are committed to our goal of re-opening stronger and more affordable Respite Services!

Designed with the caregivers of these children in mind, Respite Services was established to provide a safe, loving environment for children. Caregivers get a much-needed rest and an opportunity to rejuvenate from the constant demands of a child with special needs. And the children benefit from the care and understanding of our experienced staff in an enjoyable atmosphere.

Caring members of our community have played an important role in maintaining the financial viability of Respite Services. This has allowed kidsLINK to make the program as affordable as realistically possible.

Regrettably, a recent series of events have made it impossible for kidsLINK to continue with the Respite Services in its current format. On December 31, 2003, Respite Services will temporarily cease operations until the spring of 2004.

Plans for Improved Respite Service

We will now begin the process of re-evaluating our Respite Services offerings, stated Chris Gans, Director of Business Development at kidsLINK. This includes working with our social service agencies to help define an even more attractive service offering and cost structure that is better suited to the needs of our community.

At the same time, we will be actively pursuing multiple, alternative sources of funding to ensure that Respite Services can maintain itself in the long-term in a healthy and cost effective way. We are committed to our goal of re-opening stronger and more affordable Respite Services!

Until December 31, it will be *business as usual* at Respite Services and we will be offering a Christmas Camp this year.

As always, our inspiration at kidsLINK is providing the best care possible for the needs of the children whom we serve. We are hopeful that our actions today will build a stronger, more sustainable program in the future.

If you have any questions or wish to discuss this matter in more detail, please contact Chris Gans, Director of Business Development at (519) 746-5437 or cgans@ndsa.on.ca. ■

Savings Card Program

Eating out and getting your oil changed can benefit the Foundation. The Savings Card Program, a fundraising initiative in partnership with Good Works Alliance, continues to be offered throughout the Kitchener-Waterloo area. The program offers the community special discounts at participating businesses and a chance to save money.

Representatives from Good Works Alliance will be canvassing the area for support. Upon completing a canvass of Kitchener and outlying communities, the door to door program will be moving into the Waterloo area with new businesses lending their support.

Waterloo Businesses Join Program

Angie's Kitchen, Cariboo Crossing, Midas Muffler and Montana's Cookhouse are featured in the Savings Card Program in Waterloo. For twenty dollars, customers can purchase four savings cards which in turn provide discounts from food to oil changes.

A portion of the proceeds from each sale will go directly to the Foundation. To date, the program has generated almost \$5,000 for the Foundation. For more information about the program or to purchase a Savings Card, please contact the Foundation office at (519) 746-0792. ■

kidsLINK Makes a Difference

Many children and their families have benefited from kidsLINK's programs and services. Although we are pleased with our efforts in supporting families, the numbers of families in need of help greatly outweighs our resources. So, kidsLINK rises to the challenge, and with great optimism!

Recently, we have increased the level of residential treatment and services offered on a fee-for-service basis, and we continue to search for new ways to support the ever-increasing numbers of families waiting for services.

What We Do

At kidsLINK, we believe that healthy families are critical for maintaining healthy communities. Here's how our menu of programs and services helps support families in our community.

Early Intervention Services

Early Intervention Services helps families address social and emotional problems of children as early in their development as possible.

Through our **Preschool Support Services**, kidsLINK works together with parents and caregivers to provide guidance and successfully facilitate a child's growth and development. As part of Preschool Support Services, **Child Care Connection** promotes safe, quality child care by providing information to parents on child care arrangements.

One parent wrote to kidsLINK, *"Thank you for the support and insights provided by Preschool Support Services. You helped us understand our son's temperament and showed us tools to better manage his behavior. You assisted us in finding a suitable preschool program where he is happy and thriving. Your workshops reassured us that we were not alone and that many parents struggle with similar issues. Despite our initial feelings of failure, you helped us to see that there are many things we are doing right. Our community is fortunate to have such caring individuals who are committed to supporting children and families."*

kidsLINK's **Early Identification Early Intervention (EIEI) Program** is a school-based collaboration within the Public and Catholic school communities to strengthen the social and emotional well-being of young children.

A teacher from the Waterloo Region District School Board wrote to kidsLINK, *"In the past few months, I have noticed significant changes in several students participating in your program. One child in particular had a history of severe temper tantrums and other social/emotional challenges. Today, I find no difference between this child and any other. I attribute these positive changes to the one-on-one time spent by kidsLINK's EIEI worker, who has taught the students to recognize their feelings and behaviors."*

The EIEI program has been a valuable and important resource. Thank you, kidsLINK for supporting the needs of our school community.

Children's Mental Health Services

kidsLINK's Children's Mental Health Services offer a range of integrated programs designed to assist children and their families in coping successfully with the severe social and emotional challenges they face.

Many young people have benefited from Children's Mental Health Services, including Mary who is 10 years old. Mary came to kidsLINK after suffering from severe neglect, Sensory Integration Disorder and Attachment Disorder.

At the age of 3, Mary began to show signs of aggression towards others. From the time she was 4 years old, she was placed in 17 foster homes within a five-year period, due to her erratic behaviour. She has been unable to attend school and was placed in an assessment receiving residence. Her extremely aggressive outbursts required a staff ratio of 2:1, and she was physically restrained four to five times daily.

Since receiving treatment at kidsLINK, Mary is now able to attend school, and her behaviour has improved such that physical restraints and extra staff are seldom required. kidsLINK has truly made a difference in Mary's life.

kidsLINK's Children's Mental Health Services include

Children's Mental Health Access Centre A single call for assistance opens the gateway to many options by assessing

each family's unique situation to determine the most appropriate mental health treatment option available.

Partners Program (Intensive Child and Family Service) An individualized home-based family counselling and support service that engages parents as equal partners in problem resolution and works to preserve the family's ability to continue living together without placement of children outside the home.

Mobile Crisis Response Rapid-response intensive services for children and youth experiencing a mental health crisis.

Zero2Six Services This program was designed to help identify and treat existing or emerging mental health problems in very young children within the context of the parent-child relationship.

Child and Family Therapy Family counselling and intensive treatment for children.

** Joint initiatives of kidsLINK and Lutherwood-CODA.*

Our community is fortunate to have such caring individuals who are committed to supporting children and families.

kidsLINK Makes a Difference *(continued from page 4)*

Children referred to kidsLINK's School Treatment Program and Residential Treatment Services are among the most seriously challenged kids suffering from mental health issues.

School Treatment Program Counselling and educational services for children, aimed at enabling successful re-integration into community schools.

Residential Treatment Services Treatment for emotionally and behaviourally troubled children within a loving, compassionate and therapeutic residential milieu.

Respite Services

kidsLINK's Respite Services is a specialized resource that brings peace of mind to families who need a break by providing a safe, caring and fun environment where parents and guardians can send their children with emotional, behavioural and mild developmental challenges.

To see how Respite Services has helped the Canning family, read the article *Mother Shares Value of Respite Services* below. ■

kidsLINK Offices

Main Office/Children's Centre

1 55 Notre Dame Drive, St. Agatha, ON N0B 2L0
Tel (519) 746-KIDS (5437) Fax (519) 746-3055

Children's Mental Health Access Centre

39 Water Street North, Kitchener, ON N2H 5A6
Tel (519) 749-2932 Fax (519) 749-2920

Partners Program (Kitchener)

41 Weber Street West, Kitchener, ON N2H 3Z1
Tel (519) 749- 305 Fax (519) 749-0519

Partners Program (Cambridge)

35 Dickson Street, Cambridge, Ontario N1R 7A6
Tel (519) 623-93 0 Fax (519) 740- 540

Early Intervention Services

1770 King Street East, Suite 5, Kitchener, ON N2G 2P1
Tel (519) 741-1122 Fax (519) 741-1123

Discovery Centre for Learning

556 Park Street, Kitchener, ON N2G 1P1
Tel (519) 57 -KIDS (5437) Fax (519) 57 -7721

Mother Shares Value of Respite Services

Trenny Canning engaged participants at this year's We Believe in Kids Foundation golf tournament by sharing the value kidsLINK has brought to her and her family. The Foundation, which helps raise funds in support of kidsLINK, gave Trenny an opportunity to share her story at the post-tournament dinner and reception. The group learned about the significance of Respite Services to families in need.

Trenny and her husband Warren have two daughters, Taylor age 12 and Sydney age 10. After a decade of coping and years of testing, Sydney was diagnosed with a developmental handicap and mental health challenges.

The Whole Family Benefits

The following is the moving speech made by Trenny Canning

Our family has been using kidsLINK Respite Services for several years now, and it has been a salvation for us. Although our situation seems unique to us, many families caring for special needs children experience similar challenges.

Sydney's developmental handicap and mental health challenges prevent her from understanding her environment and her feelings. She often lacks impulse control, and tends to deal with issues through aggression. Not only does her handicap make it difficult to care for her, it leaves very little time and energy for the rest of the family. Taylor's needs are just as important as Sydney's, but often they come second or not at all.

Last Fall, kidsLINK Respite Services became critical to our family's survival. Sydney's aggression escalated and we were no longer able to manage her behaviour. This culminating incident occurred one evening at bedtime. Sydney was

distressed that it was bedtime and the TV was turned off. Sydney grabbed the fireplace poker and attacked first her father and then me. Taylor was quickly told to go upstairs. The situation ended after Sydney bit me on the forearm so severely that I had to seek medical attention.

Unable to cope with Sydney's behaviour any longer, and concerned about the safety of both Taylor and Sydney, we needed to find an emergency out-of-home placement for a couple of weeks to allow us to evaluate our family's needs and determine the support that Sydney really needed. On very short notice, kidsLINK made special arrangements to care for Sydney until we could find a two-week placement; kidsLINK wasn't equipped to offer extended care at that time. Although we were desperate, it was important to us that Sydney be placed in a caring and safe environment. Our only option was a funded respite program, but we couldn't leave her there. Once again, kidsLINK found away for Sydney to stay with them for the entire two-week period.

As a parent, it can be difficult to admit you need help raising your children or that someone else can care for your child as you do. kidsLINK does, providing a loving, safe and fun environment, while maintaining the structure that special needs children require.

Since November 2002, Sydney has been going to kidsLINK two weekends a month. She enjoys it and Taylor enjoys her mom's and dad's full attention for the whole time. Knowing that a break is imminent, and assured of Sydney's safety and happiness makes it easier to be a loving parent to Sydney.

Your support makes kidsLINK the safe haven it is, and provides a lifeline to families like mine. ■

Our family has been using kidsLINK Respite Services for several years now, and it has been a salvation for us.

Gathering of Canadian Social Entrepreneurs

Our CEO, Sonia Pouyat, recently attended a dialogue and discussion on Social Entrepreneurship A New Face for Civil Society? at the Morris J. Wosk Centre for Dialogue, Simon Fraser University's Harbour Campus in Vancouver, B.C. This event, the first of its kind in Canada, was held on September 12th, which had been proclaimed by Mayor Larry Campbell as Social Entrepreneur Day in the City of Vancouver. The event was attended by 170 social entrepreneurs from British Columbia and other parts of the country.

Sonia has been a leader in the social entrepreneurship movement in Canada, encouraging non-profit organizations to engage in a conversation about the potential of a new paradigm for sustainability, based on the principles of entrepreneurship. For the past 5 years she has served on the board of the Social Enterprise Alliance, a North American association of non-profits and social investors committed to social entrepreneurship and social enterprise.

The Social Enterprise Alliance is about strong, self-sustaining non-profits leading positive social change, says Pouyat. Its vision is that organizations committed to serving the disadvantaged will have greater capacity to achieve their missions by adopting entrepreneurial business practices and balancing their activities to generate greater proportions of earned income with their social purpose. This is completely consistent with kidsLINK's vision and strategic priorities. The Alliance provides kidsLINK with a valuable peer group of dynamic and effective leaders who have embraced the challenge of going against the tide to



Show me the Money! Sonia Pouyat with Susan Bazilli at the 4th annual Gathering of Social Entrepreneurs.

strengthen non-profits in a new way, and has served to create awareness of kidsLINK's work in the U.S.

The Canadian Social Entrepreneurs Network (CSEN) for which Sonia is one of the founding members, takes the discussion of entrepreneurship for non-profits across the country. Its founder, Susan Bazilli, who has also served on the board of the Social Enterprise Alliance since 2001, was instrumental in organizing the September Social Entrepreneur Day in Vancouver. Charles King, Chair of the Social Enterprise Alliance, was the keynote speaker at the very successful day-long event.

For more information, check out www.csen.ca and www.socialenterprisealliance.org.

What is Social Entrepreneurship?

The following is but one attempt to define social entrepreneurship

Social entrepreneurship, in essence, is innovation addressing complex social issues with practical solutions. Social entrepreneurship is a term that has been applied to a continuum of activities ranging from mission based socially responsible private sector businesses, to non-profits generating earned income through their activities, to individuals and institutions that are highly innovative and entrepreneurial in their policy-based approaches to positive social change. Social entrepreneurship can be seen as an evolving phenomenon, embracing practitioners in both the non-profit and for-profit sectors (and also, but less visibly, the public sector).

Social Entrepreneurship may embrace

Not-for-profit sector people with a strong problem solving and results orientation who are doing one or more of the following

- Judiciously exploring how to diversify their not-for-profit's income using market means to generate surplus that can be applied to their mission and address financial sustainability, or produce collateral benefits like employment or housing

- Linking community well-being challenges with community economic development
- Creatively and innovatively seeking opportunities to fulfill their organization's mission in non-traditional ways, sensibly balancing risk reward
- Selectively borrowing and experimenting with ideas and tools from the for-profit sector
- Seeking problem solving and supportive partnerships with the private sector

For-profit sector people who are thoughtfully examining how business fulfills community and social responsibilities, and who are doing one or more of the following

- Exploring how to responsibly integrate social and environmental values into business and investment practices in ways that complement private values and produce measurable returns
- Building philanthropic and community investment practices into their business
- Exploring partnerships with not-for-profit organizations through cause related marketing, social marketing, joint ventures, etc.

What is Social Entrepreneurship? *(continued from page 6)*

Foundations and grantmakers who are funding various social entrepreneurship activities and

- Grappling with how to better understand and apply social return on investment (SROI) tools for the measurement of outcomes and impact for evaluating potential grantees and for use by charities
- Recognize the growing pattern of inter-sectoral convergence and are concerned to support effective collaborative partnership models by promoting knowledge and dissemination on challenges and best practices
- Concerned to enhance the independence and strengthening of charitable organizations through revenue diversification

Social investors who are employing a venture philanthropy model to invest in social entrepreneurship and social enterprises, and are

- Engaged in learning more about social return on investment (SROI) as a principle and as an outcome
- Recognizing that they can become brokers between the voluntary and the private sectors by leveraging opportunities for building new instruments (e.g. capital funds), partnerships, shared learning, capital
- Setting an example as change agents and contributing to a shift in corporate culture
- Helping to promote the growth of philanthropy

This broad definition of Social Enterprise was drafted by Tim Draimin and Susan Bazilli for the Canadian Social Entrepreneurs Network (CSEN) as a beginning point for discussion. CSEN was founded in 2002 as a vehicle for discussion in Canada on issues of Social Entrepreneurship. The first members of CSEN were Canadians who attended the National Gathering of Social Entrepreneurs in Seattle in December 2001. It is recognized that there are various definitions of social enterprise, social entrepreneurship, social ventures... The initial to only non-profits generating earned income. Susan Bazilli is a lawyer and a social entrepreneur. Tim Draimin is Executive Director of the Tides Canada Foundation. ■

Retiring Board Member

He was a part of the team that put together the Foundation and was present at its first meeting on January 6, 1999. Almost five years later, John Griggs, has retired from his membership as a Director on the We Believe in Kids Foundation Board.

One of the Original Team

Since the late 1990's, John has been instrumental in shaping the future of the Foundation. His volunteer time with kidsLINK, supported by his partners at Miller Thomson,

benefited the organization many times. From the initial stages of building the Foundation, through to our current work in changing the name of the Foundation to align with kidsLINK, John's keen legal mind and attention to detail has made him a key board member.

His presence in Board meetings, sense of humour and care for the needs of the children of kidsLINK made John a valuable volunteer. Thanks John for your time and energy. Best wishes as you pursue other interests. ■

Yes!



I want to help a child!

Name: _____

Address: _____

City: _____

Province: _____ Postal Code: _____

Phone: _____

I would like to give:

- \$1,000 \$500 \$250
 \$100 \$50 Other

I wish to pay by:

- Cheque* Visa MasterCard

*Please make cheques payable to
"We Believe in Kids Foundation"

Name on card (please print): _____

Card No: _____

Expiry Date: _____

Cardholder's Signature: _____

Please send me more information about making
a planned gift.

I do not wish to have any public recognition of my gift.

Mail completed form to:

We Believe in Kids Foundation

1855 Notre Dame Drive, St. Agatha ON N0B 2L0

Income tax receipts will be issued for donations of \$10 and over.
Charitable registration #89801 3925 RR0001



Toys, Toys and More Toys!

Home of the Handyman Helps Kids

It is a kid's dream come true! Home Hardware of St. Jacob's has made a habit of donating toys to kidsLINK. In October, they generously donated hundreds of new items once again.

Sorting through all the toys is a daunting, but fun exercise. From train sets to playdough, the toys, which are used in the therapy and play rooms at kidsLINK, are a huge bonus each year.

Home Hardware's creative approach to assisting kidsLINK is a welcome donation year after year. Since the launch of the first 'We Believe in Kids' campaign in 1997, Home Hardware has been a great community partner for the Foundation. ■



Too many toys to count! Toys donated by Home Hardware are sorted and distributed for the benefit of the children of kidsLINK.

A Provincial Treasure at kidsLINK

The Ministry of Citizenship s Ontario Volunteer Service Award recognizes volunteers who contribute consecutive years of service to a group within Ontario, and regards them as Provincial Treasures.

Among Ontario s Provincial Treasures is kidsLINK s Debbie Jones, Early Childhood Education Consultant for Preschool Support Services. Debbie was recently presented with the Ontario Volunteer Service Award for her continuous service of over nine years on the Board of Directors for the YWCA of Cambridge.

Debbie has contributed to the YWCA in many ways, remarked Kim Decker, Executive Director for the YWCA of Cambridge. She was nominated by staff, not only for her long history with the YWCA, but also because of her commitment above and beyond her duties as a Board member.

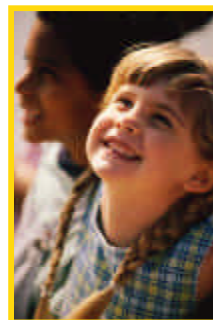
In her work with both the YWCA and kidsLINK, Debbie helps improve the lives of children and families. As a Board member, she enjoys every opportunity to help people within her own community. In her role at kidsLINK, Debbie helps support families of children with social, emotional and behavioural challenges in child care settings. The support she provides to preschool children helps prevent issues from arising in later years.

Recognition for Volunteers

Many aspects of our daily lives have been enriched by the efforts of volunteers who have devoted their time, energy and talents to help make our communities safe, caring and prosperous.

The Ontario Volunteer Service Awards were presented to more than 500 volunteers at a reception at Bingeman s in Kitchener last October. Some of the award recipients have volunteered more than 50 years of continuous service for the same organization. It was amazing to see the depth of voluntarism in our community and the variety of organizations represented at this event, commented Judi Neufeld, Manager of Early Intervention Services at kidsLINK, who attended the ceremony.

Whether she s volunteering support to the YWCA for her community, or in her role supporting families at kidsLINK, Debbie is a true gem! Congratulations Debbie! ■



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is a joint newsletter of kidsLINK and the We Believe in Kids Foundation. Issues are published twice a year.

To add your name to our mailing list or to offer your comments and suggestions, please contact:

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- WE ARE...
- MISSION-DRIVEN
- VALUE-BASED
- RESULT-FOCUSED
- CLIENT-ORIENTED

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