

New Beginnings



2009-2010
Annual Report

Executive Director's Report Annual Report

This past year has once again proven to be very busy for all of our programs. In addition to our day-to-day challenges, we also undertook numerous changes and initiatives throughout the year. As an agency, we have undertaken several transformation initiatives all with the intent of improving services on a qualitative basis with real and measurable service outcomes. We continue to enjoy a very productive relationship with the Ministry of Children and Youth Services along with other key stakeholder partners such as the Windsor Essex Children's Aid Society and Youth Probation Services.

During this past year we began a very time consuming initiative to bring forward changes to the group homes that will provide our staff with the resources, the programs and the training they require to respond to the ever changing and ever challenging needs of our youth. In addition to a program review undertaken last spring, and our own most recent review of Cognitive Behavioural Therapy Programs and Evidence Based Programs, we are very close to launching an overhaul to our programs that will most definitely provide enhanced opportunities for success for our youth and improved resources for our front line staff. We have recently added the services of Psychologist Dr. Catharine Lee and in the very near future the agency will be announcing another significant clinical resource that will be available to the group home operations.

Over the past year, we fully realized an entire fiscal year with the increased per diem at the group homes that we were able to negotiate as part of the acquisition of our homes and surrounding property. Through a Trillium Grant, we also invested \$60 000.00 for improvements at both locations.

The Youth Opportunities Strategy (YOS) Program was able to respond quite successfully to an increase in our mandate as it relates to increased number of youth in our Summer Jobs Program and the addition of a full time employee responsible for Job Readiness and Life Skills. With the completion of renovations at our Janette Avenue building, we are now a full service program from that location which also includes a food and meal program for any New Beginnings clients referred to YOS.

During the past fiscal year, we received official notice of the departure of Program Manager Dan Petoran from YOS who was recruited to Toronto by the Ministry of Government Services. I want to thank Dan for his years of service to our agency and to Bernie Mastromattei for stepping in on a transitional basis allowing for an appropriate recruitment process that has since allowed us to introduce Jessica Busi as the new program manager at YOS.

Our transformation theme has continued with our Youth Justice Programs (The Attendance Centre and our Open Custody/Detention Programs). In addition to their busy programs, our agency has been working towards ensuring that our service delivery model is consistent with the transformation agenda of the Ministry that was launched in 2008 with the document entitled – Open Custody/Open Detention Transformation Agenda – Making a Case for Change. The transformation agenda has been focused on ensuring that all programs are qualitative in nature, evidence based, consistent, outcome based and planned. We have also studied the July 2009, 10-year Mental Health and Addictions Strategy released by the Province of Ontario entitled Every Door is the Right Door. Both of these documents have been key tools with regards to our transformation process.



In an effort to ensure that our agency Strategic and Business goals are aligned with Ministry goals and objectives and also consistent with the needs of our clients, New Beginnings engaged the professional services of the local KPMG office with the intent of completing a formalized agency Strategic Plan. There has been a great deal of work undertaken by management, feedback from front line staff, and Board of Directors planning sessions. I very much look forward to the completion and implementation of this plan during the current fiscal year.

Other highlights this year include our launch of the agency website, new partnership opportunities currently being explored for enhanced and new service opportunities and our growing relationship with the University of Windsor. Through the University, we are working closely with individuals such as Dr. Robert Weaver (School of Social Work) to create a database of research so that we can ensure accurate and ongoing program evaluations and improvements. And finally, the Board of Directors unanimously endorsed the creation of scholarship opportunities at both the University of Windsor and St. Clair College for students studying Social Sciences and the Child and Youth Worker Program respectively. The funds for this initiative are from agency fundraising events (i.e. Bingo Funds) and it will provide assistance to those individuals preparing for a career in this very field.

I want to take this opportunity to thank many key individuals that fully contribute to our agency's success. I want to thank the Board of Directors for their unwavering support of our team and the services we provide. The Board continues to ensure that we have the resources the staff require. I want to also extend my personal gratitude to our management team. We are faced, almost on a daily basis, with challenging decisions and circumstances and collectively we continue to come through these events as much stronger and more effective colleagues. None of our success can be realized without a dedicated and hardworking front line team and we certainly have the best frontline staff here at New Beginnings. They are passionate, hardworking and very loyal to the agency and to the youth they serve. And finally, it is very important that we acknowledge the thousands of youth that come through our doors and across our paths. They deserve our congratulations and on-going support for not giving up and for not allowing challenging childhood and adolescent circumstances get in the way of becoming successful young adults. They truly are the heroes!

I look forward to another exciting and productive year – best wishes to everyone!!

Biagio (Bill) Marra
Executive Director

President's Message

On behalf of the Board of Directors I want to extend a most genuine congratulations to the staff of New Beginnings for yet another productive and successful year. As you read through our first ever Annual Report and you begin to take in the information from our Executive Director and the various Program Managers, it will become abundantly clear that our staff are committed, loyal, hardworking and dedicated individuals who truly enjoy their chosen profession. Our various programs touch the lives of nearly 5000 youth annually. We are out in our community on a daily basis making a real difference in the lives of many youth and their families.

As an organization, we are also very pleased with the important working relationship that we share with the Ministry of Children and Youth Services. As a transfer payment agency for the Province of Ontario, we are very focused on ensuring that we have the programs and resources in place that deliver the services at a very high standard. Year after year, we respond to financial audits, quarterly financial reporting, monthly statistical reporting, and annual licensing and compliance reviews. As a direct result of our working relationship with the Ministry and other key stakeholder partners, our agency continues to meet and surpass all of these required standards.

This past year was no different than recent years – we were busy with our programs, busy improving resources and program outcomes and busy planning for our future through the development of our agency Strategic Plan scheduled to be released later this calendar year.

At the Board level, we welcomed three new board members this past fiscal year – I would like to take this opportunity to formally welcome Marian Drouillard, James (Josh) Canty and Rick Merlo. They have been a valuable addition to our Board of Directors team. After many years of dedicated service, Linda Moore, Jeff Dottor and John Devine moved on from New Beginnings, each to pursue other professional and personal goals and ambitions. We thank each and every one of them for a combined nearly 30 years of Board service to New Beginnings.

On behalf of the Board of Directors, we wish our staff and team continued success and we look forward to yet another busy and successful year.

Alan Parnell

Acting Board President

Board of Directors:

Alan Parnell, Acting President
Lori Baldassi, Director
James Joshua Canty, Director
Rodney Davis, Director
Marian Drouillard, Director

Colleen Hurst, Director
Dr. Larry Livingston, Director
Rick Merlo, Director
Frank Miller, Director
Dina Venturini, Director

Audit and Finance Committee:

Alan Parnell
James Joshua Canty
Rick Merlo



Open Custody & Detention Program (Butch Collins Residence)

The Open Custody/Detention program accommodates up to 11 males, twelve to seventeen years of age. An offender may be older than seventeen depending upon the age of the young person at the time of the offence. Young males are admitted to the program as a result of an open custody disposition or a remand warrant rendered by a judge or justice of the peace.

Upon arrival a client is introduced to a very structured schedule that incorporates several evidenced based programs, recreational activities as well as an onsite Section 23 school program. Our full list of programs include the following;

1. School
2. Physical Education (part of the school curriculum)
3. Smart Board (interactive learning skills)
4. Health program (monthly visits from the health unit)
5. Life Skills Program
6. Anger Management
7. MRT, Moral Reconciliation Therapy
8. Yoga
9. Out Reach Program
10. Chaplaincy Program
11. Music/Art Program (still in development)
12. Recreation Program (indoor basketball/weight room)
13. Leadership Group

This past year we introduced a new position, "Detention/Reintegration Worker." The Detention Reintegration Worker is instrumental in providing a very focused in-house and post discharge plan and support system for all detention youth. This includes creating an individualized plan of care with the focus on primary risk factors such as anti-social behaviour, temperament, and personality and anti-social/pro criminal attitudes. Furthermore, the worker provides one-on-one counseling to determine specific needs such as independent living, employment, education and referrals to our in-house substance abuse program and related recommendations for counseling. As well the worker is responsible to facilitate all youth justice/legal issues such as attending court proceedings, liaise with the police, probation officer, office of the crown attorney and defence lawyers.

Year In Review

In comparing years past the 2009/2010 has been our busiest since the inception of the Youth Criminal Justice Act (2003). The number of clients in care for the year ending March 31, 2010 is as follows:

Detention – 129 youth which resulted in 1111 days of care
Custody – 34 youth which resulted in 1119 days of care
Audio Court Hearings – 137

Tom Reid
Program Manager

Youth Opportunities Strategy

The Youth Opportunities Strategy is a provincial initiative funded by the Ontario Ministry of Children and Youth Services. The New Beginnings Youth Opportunities Strategy offers three programs and they include; the Youth Outreach Program, The Summer Jobs for Youth Program and The Employment/Life Skills Program.

Youth Outreach Program

The Youth Outreach Program assists youth in overcoming barriers by connecting youth to the resources already established in their communities. The Youth Outreach Program is available year round and focuses on youth aged 12-21 years old living in one of the four priority neighbourhoods in Windsor.

The four priority neighbourhoods identified by the Ministry of Children and Youth Services are Sandwich town, City Centre, Drouillard and Forest Glade. The youth living in these neighbourhoods face a multitude of barriers and have a variety of needs. Each of these four communities is uniquely diverse as are the needs and barriers.

Each Outreach Worker has a host location in the heart of their neighbourhoods where they are better able to connect with local youth. Each priority neighbourhood has established neighbourhood councils, which are made up of a diverse group of local community partners. Members of

the neighbourhood council work together collaboratively to improve their community's support for the development of new and positive initiatives and connect youth with necessary resources around them. Each priority neighbourhood also has established youth councils, which are made up of local teens who want to make a positive impact on their community.

The Youth Outreach Program hosts a variety of unique events in each of the designated neighbourhoods throughout the year for youth to participate in. We run afterschool programs including homework support, employment workshops, life skills groups, recreational activities including yoga, basketball, boxing, volleyball and hockey tournaments, graffiti events, cooking classes, girls groups, ice skating, barbershop and haircut day, movie nights, block parties and much more.

Statistically, the Youth Outreach Workers completed the following during the 2009 and 2010 fiscal year amongst all four priority neighbourhoods;

- 4562 youth contacts
- 568 family contacts
- 3222 referrals for youth for other local programs/services

The Summer Jobs for Youth Program

This year, the Windsor SJFY program was able to provide 265 meaningful employment opportunities to young people living in one of the four underserved neighbourhoods. The Summer Jobs for Youth Program was established to address factors that place youth at increased risk of engaging in anti-social behavior and/or violence.

The Summer Jobs for Youth Program is intended to give youth who reside in pre-identified underserved/"priority" neighbourhoods an opportunity to develop employment skills and obtain safe and positive employment experiences.

This program provides young people who are 15 – 18 years of age with summer jobs so they can get real work experience. The program is geared to youth who want to have their first job experience. It includes six weeks of paid employment in an area that matches their future career interest. As part of the program, youth receive pre-employment job readiness training that includes workplace certifications such as First Aid, CPR and WHMIS training

and post-employment resume and interview support. This program is open to youth living with one of the following postal codes;

Sandwich Towne - Postal Code "N9C"
City Centre - Postal Code "N9A"
Drouillard Road Area - Postal Code "N8Y"
Forest Glade - Postal Code "N8R"

This is a fully subsidized program, in other words, there are absolutely no costs or expenses for the employer. Across the city, 123 local businesses and community agencies participated in the program; 48 employers were from not for profit community agencies and 73 were from the private for profit sector and 2 were from the Government. Approximately 25% of our youth were offered continued employment after the program was complete. Last year 35 youth gained co-op credits through our program, this year 90 youth earn co-op credits toward their high school diploma while at their paid placements. Several participants earned enough credits to graduate with their Ontario Secondary School Diploma.

This year 1150 youth applied for the Summer Jobs for Youth program, this increased from last year by approximately 300. Of the 1150 youth who applied, 883 were eligible to participate as per age and postal code requirements.

Employment and Life Skills Program

Job Readiness

The Job Readiness Program aims at assisting youth in preparing for their futures as young adults. This program provides one on one support in developing resumes, cover letters, interview skills and the do's and don'ts of the workplace. A new Dress for Success Program was developed this year, which aims at providing youth with free professional business attire in order for youth to make a good first impression during an interview.

Life Skills

The Life skills program at New Beginnings enables youth to gain the specialized life skills they need to grow into successful young adults. This program covers a wide range of lessons to meet any youth's needs. In addition to individual programming we are currently teaching cooking classes and parenting programs. We have renovated a brand new kitchen and life skills programming area on Janette, which includes a small food bank program that assists youth in attaining food in times of need.

Jessica Busi, Program Manager



Non-Residential Attendance Centre

The Non-Residential Attendance Centre (NRAC) provides services for youth who are serving a period of probation supervision. The youth are referred to the program by way of a court order and a direct referral through his/her probation officer. The program provides supportive services for youth (male and female) ages 12-18 who will benefit from a period of intensive, highly structured and closely supervised programming to address their individual needs. The youth will remain in the program for no more than 6 months or 240 hours.

The NRAC program provides constructive, long-term and sustainable solutions to youth crime that reinforces important societal values such as, respect, responsibility and accountability. This is achieved by providing intensive programming that promotes family involvement, community support, positive attitudes and behaviour, and the development of appropriate social skills involving key members of the case management team and community resources as required.

Programs that are offered are as follows;

- Moral Reconciliation Therapy (MRT)
- Anger Management, Healthy Relationships
- Literacy and Tutoring
- Pro-Social Skills
- Life-Skills
- Employment Skills, and
- Substance Abuse Counseling.

Statistically, the NRAC undertook the following;

- 123 youth referred to the program
- 3744 hours of direct care provided to the referred youth
- 1845 hours of direct care provided to youth family members

The Substance Abuse program is amongst our busiest. This program is administered by a licensed Chemical Dependency Counsellor, specializing in several areas, with emphasis on providing services in a holistic and client centered manner.

This service is administered through group and/or

one-on-one sessions for youth experiencing problems and/or negative consequences related to their addiction (alcohol, drugs, gambling, eating disorder etc). The program addresses such areas of concern as signs and symptoms, motivation, self-esteem, stages of change, relapse preventions, as well as provide after-care support. During the 2009 – 2010 fiscal year there were 42 youth referred to the program providing 614 hours of direct care.

Most recently, we have broadened our program to offer services to community partners such as the Windsor-Essex Catholic District School Board as well as Windsor-Essex Children's Aid Society and the youth that they serve.

This past year the NRAC witnessed a positive and direct correlation that individualized programs have had on client success. All youth benefit from a coordinated approach, providing long-term support and services. Youth Workers provide assistance by assessing needs and developing tailored programming with the youth. This plan will meet their individual needs and goals, while providing support for the youth to follow through with their plans.

This past year the NRAC hosted numerous special events for the youth that we work with. Some of these events have included an Art Gallery Scavenger Hunt, laser tag and glow golf, bowling, day trips to Point Pelee and Colosanti's, movie day, and a BBQ.

In the spring of 2010, New Beginnings hosted its first "Say Yes to the Dress" event at the Caboto Club. The Say Yes to the Dress event collected gently used and new formal dresses for young ladies who would otherwise not be able to afford a dress for prom or grade 8 graduation.

Over 25 local businesses contributed to donating their services. We were able to gather over 200 prom dresses for girls to choose from and also gave away many prizes including limo service, corsage and boutonniere, make up application, accessories, hairstyling, manicure/pedicure and \$100 to cover price of their prom ticket.

The response from the community was overwhelming

and because of the kindness of others, over 100 local girls received a dress and were able to participate in the fun-filled day. The event will definitely be repeated in the spring of 2011 and hopefully will continue to grow each year.

Melissa Lauzon

Program Manager

Staff Training and Agency Compliance

Staff Training

Throughout this fiscal year New Beginnings was able to provide various training opportunities for all full time employees, as well as the majority of our part time employees.

All staff received annual refreshers with the Non-Violent Crisis Intervention Training, which is Ministry mandated for all staff. This included 99 staff and volunteers trained during 5 separate training dates. There were also 2 Non Violent Crisis Intervention Training dates completed for 23 new staff and students. WHMIS training is completed by each staff member as part of the training incorporated alongside the NVCI Training schedule.

We also had the opportunity to provide Suicide Prevention and Intervention training for 32 staff members over two separate training dates. This is a two-day training for each staff member.

Other training offered included CPR/First Aid Training, (24 staff members received their renewal certificates & renewals occur every 3 years). We also had the opportunity to offer Agency training (42 staff members) in Treating Depressed Adolescents apply Cognitive Behavioural Therapy (CBT) Strategies.

We also offered a number of other training opportunities throughout the year including Understanding Self Harm, Children of Parents with a Mental Illness, Navigating the Criminal Justice System, Youth Justice Aboriginal Workshop Series and (Substance Abuse Assessment Tool) SASSI training.

Student Placements

New Beginnings was able to host several student placements throughout the year. There were two BSW (Bachelor of Social Work) students, one MSW (Masters of Social

Work) student, twelve VIP (Volunteer Internship Program) students from the University of Windsor, six CYW (Child and Youth Worker) student placements from St. Clair College, two TRIOS College students, one Social Justice Placement from the University of Windsor, and forty volunteers throughout the fiscal year. The CYW students, as well as any other student placements available are trained in the Non Violent Crisis Intervention Training each year.

Summer Program

The Summer Program was a great success throughout the Agency. We hired 6 students through the Service Canada grant. We were able to provide the summer students with Non-Violent Crisis Intervention Training during their summer Placement. This is a great opportunity for the students as it is a great asset for them when applying for any future employment opportunities. The students arranged several group outings, as well as educational/ cultural events for the youth in the various programs.

Some of the students have chosen to stay on to continue to volunteer, while others have been hired on as part time employees. This is a great indicator of how well the students and staff work together as a team.

Agency Compliance/Staff Training/ Health & Safety

Both the Licensing and Compliance processes for our residential programs went extremely well. Both branches of the Ministry had high praise for the residential programs operated at New Beginnings. There were no outstanding concerns for our Residential Programs.

The Health and Safety Committee continues to ensure that each location maintains high standards of safety. We have representatives from each of our locations as part of the committee. The Health and Safety Committee meets 9 times a year. The committee has been very successful in ensuring that there are no outstanding safety concerns by any staff members at their locations

Monica Robinet

Manager of Agency Compliance & Staff Training

Rossini Group Homes

The Rossini Foster Care Group Homes provide a home-like, safe and structured atmosphere for youth that are placed in foster care. We strive to promote healthy growth and development for our youth. Using a strength-based approach we look to strengthen and empower the youth in our care. Our staff uses informed practice to address emotional behavioural and social needs of youth in care. Through staff mentorship we provide a supportive network, assisting youth with day-to-day life skills, coping skills, conflict resolution, pro-social skills and educational support.

Referrals are accepted from the Windsor-Essex's Children's Aid Society. Our two Foster Care Group Homes; a male home, and a co-ed home each accommodate up to eight youth from the ages of 12 to 18.

With the newly developed Recreation Program, it has given our youth a great opportunity to participate in a variety of youth focused events at both homes this year. Some of these events include Kitchener Science Centre, Niagara Falls, Canada's Wonderland, Camping, Toronto Expo Centre and numerous other day to day activities. This past summer our youth also initiated in a landscaping and garden project at the homes, which turned out to be a great success.

In early May 2010, both houses had significant renovations, creating a more home like atmosphere for our youth.

For the 2009-2010 Fiscal year the Residence at 866 had a total of 34 admissions. The number of youth in the home remained consistent for the most part, as we have had long-term clients.

For the 2009-2010 Fiscal year the Residence at 867 had 56 admissions. Due to the majority of youth at this residence being adolescent females, the challenges are very different than the males home. This creates some inconsistency in the length of stay for females, as the trends seem to be more high-risk behaviour, which often leaves their whereabouts unknown for days or weeks at a time.

Angela Theodoropoulos & Kerry Kennedy
Program Supervisors

2009-2010 Management Team

Bill Marra, BA
Executive Director

Roberta Tamm, BA
Human Resources

Monica Robinet, BA
Manager of Compliance and Staff Training

Bruno Gatto, BComm
Business Manager

Tom Reid, BA
Program Manager, Open Custody/Detention Program

Melissa Lauzon, BA
Program Manager, Non-Residential Attendance Centre

Jessica Busi, MSW
Program Manager, Youth Opportunities Strategy

Angela Theodoropoulos, CYW
Child Care Supervisor, Rossini Boys Home

Kerry Kennedy, BA
Child Care Supervisor, Rossini Group Home










AUDITORS' REPORT

NEW BEGINNINGS (ESSEX COUNTY)

STATEMENT OF OPERATIONS

For The Year Ended March 31, 2010 (with comparative figured for 2009)

	Youth Justice Fund
	Food / Meal Program Fund
	CAS Fund
	YOS Fund
	Capital Fund
	Total 2010
	Total 2009

							
Revenue							
Province of Ontario	\$1,532,346	\$-	\$-	\$1,104,711	\$29,104	\$2,666,161	\$2,424,737
Children's Aid Society of Windsor-Essex County	-	-	1,123,473	-	-	1,123,473	882,623
Service Canada	9,913	-	13,360	5,353	-	28,626	32,921
Rental	-	-	-	-	5,575	5,575	7,000
Investment	-	-	-	-	4,536	4,536	2,206
Donations	-	6,645	-	4,806	-	11,451	2,607
Bingo, net of expenses	-	-	-	-	16,759	16,759	15,173
Other	-	-	-	-	-	-	17,236
	1,542,259	6,645	1,136,833	1,114,870	55,974	3,856,581	3,384,503
Expenses							
Amortization (Note 12)	-	-	-	-	135,160	135,160	113,440
Automotive	5,197	-	14,716	2,132	-	22,045	24,409
Bank charges and interest	96	25	1,730	1,646	181	3,678	3,282
Building accommodations	-	-	-	29,592	-	29,592	12,196
Building maintenance	29,775	-	18,343	-	-	48,118	30,378
Client care	72,920	-	60,918	31,625	141	165,604	111,894
Conferences	1,052	-	-	-	-	1,052	3,127
Consulting	4,685	-	-	4,685	-	9,370	8,303
Employee benefits (Note 10)	207,181	-	114,181	32,337	-	353,699	262,009
Insurance	33,753	-	12,976	10,983	-	57,712	57,773
Mortgage and loan interest (Note 6, 7)	-	-	-	-	52,705	52,705	42,229
Office	23,855	-	3,685	25,715	-	53,255	34,528
Professional fees	12,503	-	2,563	4,004	2,563	21,633	19,085
Salaries and stipends	1,006,327	-	782,415	200,384	-	1,989,126	1,855,205
Service contracts	50,677	-	17,552	38,141	-	106,370	69,110
Special events	4,980	-	5,246	46,866	-	58,457	48,690
Staff training	48,708	-	27,207	6,337	-	82,252	62,491
Stipends	-	-	-	612,034	-	612,034	412,426
Travel	13,116	-	1,070	-	-	14,186	19,826
Utilities	53,944	-	24,240	2,539	-	80,723	83,126
	1,568,769	25	1,086,842	1,049,020	192,115	3,896,771	3,273,527
Excess (deficiency) of revenue over expenses	\$26,510	\$6,620	\$49,991	\$65,850	\$136,141	\$40,190	\$110,976

See accompanying notes



ROTH MOSEY & PARTNERS LLP
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AUDITOR'S REPORT

To The Board of Directors of New Beginnings (Essex County):

We have audited the statement of financial position of NEW BEGINNINGS (ESSEX COUNTY) as at March 31, 2010 and the statements of operations, changes in fund balances and cash flows for the year then ended. These financial statements are the responsibility of the organization's management. Our responsibility is to express an opinion on these financial statements based on our audit.

Except as explained in the following paragraph, we conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In common with many not-for-profit organizations, the organization derives revenue from donations, fundraising and bingo activities, the completeness of which is not susceptible of satisfactory audit verification. Accordingly, our verification of this revenue was limited to the amounts recorded in the records of the organization and we were not able to determine whether any adjustments might be necessary to this revenue, excess (deficiency) of revenue over expenses, assets and fund balances.

In our opinion, except for the effects of adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of revenue from donations, fundraising and bingo activities as described in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2010 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Roth Mosey & Partners LLP

ROTH MOSEY & PARTNERS LLP
LICENSED PUBLIC ACCOUNTANTS

Windsor, Ontario
June 9, 2010



New Beginnings

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