



# The Attachment Network of Manitoba

May 2011  
**Annual Report**

## CHAIRPERSON'S GREETING

Hello everyone, and thank you for taking the time to read our Annual Report. Lots of exciting things have happened over the past year, and I am thrilled to have the opportunity of telling you about them.

One of the most exciting initiatives that the Network undertook this year was a **two-day workshop with Dr. Bruce Perry** entitled *An Integrated Treatment Response to Neglected and Traumatized Children: The Neurosequential Model*. This project was one of the ideas put forward at last year's Annual General Meeting, and through the hard work and dogged determination of two of our board members, Joanne Brown and Monique Gougeon, it was brought to fruition this past March. This workshop was extremely well attended, and Dr. Perry had the full attention of the 300+ participants for the entire two days. So significantly did Dr. Perry's presentation resonate with those in attendance that during break-times, he was literally besieged with people eager to speak with him. The information he imparted was at times complex, always thought-provoking, and genuinely hopeful. The feedback we received from participants was extremely positive, with many people identifying ways in which this new knowledge would inform their work. A comment from one participant's evaluation summed it up best, I think: "I am already thinking differently about a particular child." The Network offered a group rate to organizations who wished to send a block of people to this workshop, and many agencies took advantage of this. Our hope in offering this was that whole work-groups of people could take this training together and then go back to their workplace with a new collective way of looking at their work, and also with a new common 'language'. From the feedback so far, this seems to have had the desired result. An exciting offshoot of this workshop is the interest that has been expressed in taking continuing training with Dr. Perry's Child Trauma Academy. Many people have already indicated that they are interested in pursuing further training in the Neurosequential Model. The Network has agreed to be a "holding" organization in order to facilitate these individuals obtaining the group rate for the additional web-based training. All in all, I believe this workshop was one of the most significant contributions our Network has made to our community to date.

This past January, ten people participated in the **Circle of Security Parent Course Protocol** training

with Dr. Bill Whelan of the Mary Ainsworth Parent and Child Attachment Centre. Dr. Whelan braved the Manitoba winter (it's okay, he's originally from Minnesota!) to spend three days with these folks as they trained in this model of parent education based on the COS. With this training, these folks can now offer these parent courses throughout the community, to birth parents, foster parents and adoptive parents. The Network sponsored this training, entering into a contractual agreement with each participant that speaks to each of them "paying back" this sponsorship by conducting 10-week parent courses within the community over the coming 24 months. In this way, we can help spread this information and understanding to an ever-widening circle of parents and caregivers.

Many of you are familiar with the wonderful "Listening to Baby" DVD produced by the Network a few years ago. This spring we are absolutely thrilled to announce the sequel to this DVD. Thanks to the hard work and unflagging faith of Laurie Marcella and her sub-committee, work has now been completed on **"Tuning in to your Toddler"** DVD, a production that I think you will find every bit as useful to you in your work as was the original. Once again, the production values are top drawer, the vignettes meaningful and instructive, and the variety of applications for this tool endless. We are hoping to have a formal "launching" of the DVD in conjunction with the Daniel Hughes workshop this fall. (see below)

Throughout the past year, members of the Network have begun to conduct what we call **"Brown Bag" sessions**, throughout the community. These are so-named because the original intent was that they would be short presentations on the topic of attachment that could be held during lunch hour at a particular workplace.

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### Chairperson's Greeting Cont'd

This idea has expanded to include somewhat longer sessions, as organizations felt that one hour was simply not enough. As with the COS Parent Education arrangement, the individuals who have been conducting these sessions have been members of the Network who were sponsored to receive training in the COS model, and who are now giving back to the community. Two of the ideas that arose at last year's Annual General Meeting have been incorporated into this initiative. These include the suggestion that we offer training in attachment to staff of daycare facilities, and also that we offer this training to lawyers and judges within the family court system. I am pleased to report that we have begun to deliver training on both of these fronts. We are hopeful that the Brown Bag initiative will grow and expand over the coming year.

The Network continues to maintain a **website**, and to look for ways to make this more user-friendly. The website has allowed us to stay in touch with our many members throughout the province, the country, and indeed even further afield. This winter we made some changes to the "look and feel" of the website and the feedback so far has been that these changes have been appreciated.

As for the coming year, the Network already has some exciting projects in the works. This November, we will host a **workshop with Dr. Daniel Hughes**, author of books such as *Building the Bonds of Attachment and Teenagers and Attachment*. Dr. Hughes will deliver a one-day presentation to a large group (potentially as many as 300), and then follow this with three days of more intensive training with a smaller group (approximately 30). We are also hoping to use the evening following the first day's session as an opportunity to publicly celebrate some of the Network's accomplishments, by holding a graduation ceremony for the Network members who have completed the Circle of Security Training and become Reliable Coders, as well as a formal launch of our newest DVD. We hope all of you will be able to join us for that gala event.

Also in the works for the coming year is an effort to embark on a **public awareness campaign** with respect to attachment. This is an initiative that is very near and dear to me personally, and that I am very happy to see gaining momentum. Board member Pat Kelly has kindly offered to take the lead on this project. Our hope is that this initiative will have the same success in spreading the message of attachment as public awareness campaigns regarding smoking and drunk driving have been in changing people's ways of thinking and behaving. We see this as a way to make an impact on members of our society who may not otherwise come in contact with information or education on attachment.

Further down the road, this coming spring will mark **the 10th anniversary of the Network**, and we are currently in the beginning stages of planning a national

conference to mark this special milestone. Our hope would be to attract presenters from all over Canada, especially those who could speak to the value of networking in working toward attachment-related goals. We are very excited about this project, and will be forming a conference sub-committee in the near future to begin planning in earnest.

I am exceedingly happy to have the opportunity to publicly thank and acknowledge the talented and compassionate group of people who make up the Board of Directors of this organization. In taking over as Chair last fall, I was fortunate to have had as my predecessor a woman of boundless energy and intellect, **Joanne Brown** – or maybe not so fortunate in that hers was a daunting act to follow! Joanne oversaw the incorporation of the Network, and our acquisition of charitable status. For those of you who have never undertaken these kinds of tasks, be assured that the paperwork and bureaucracy involved would have discouraged most mortals! And over the past year, as Past-Chair, Joanne has been as active as ever. As I have noted on many occasions, she has continued to do much of the "heavy lifting" involved in running a Network such as ours. She has been a driving force both organizationally and inspirationally for our group. She has been a trusted mentor for me, and I am extremely grateful for her guidance and friendship. The other members of our board have worked tirelessly as well over the past year. **Laurie Marcella** has been the creative engine at the heart of the Toddler DVD project; **Karen Johnston** agreed to take on the time-consuming role of Treasurer and has done so with diligence and caution; **Marge Chomoway** has continued to be a support to Karen in her role as Treasurer; **Monique Gougeon**, one of the newer members of the board, has taken an active role from the start in initiatives such as the Dr. Bruce Perry Conference and the Brown Bag initiative; **Julia Wellwood** has ensured that our website steadily improves to meet the need of our members, and has taken the lead in putting together the various publications of the Network; **Pat Kelly** has stepped up to take the lead on our new Public Service Announcements (PSA) committee. Board member **Gerry Brown** continues to be a strong voice for attachment-focused practice and an advocate for relevant training of Child Welfare Social Workers in the Eastern part of the province; **Marla Fellner** joined our board this year and brings both private clinical experience and her experience working with teen parents; **Sharon Welty** and **Tracy Noga** joined our board this year as well, Sharon representing Metis Child, Family and Community Services, and Tracy representing the Ma Mawi Wi Chi Itata Centre. Tracy was a gracious hostess for last year's AGM, which was held at the Centre. Sharon has recently taken on the role of Secretary. Each of the members of our board brings with them a wealth of experience and knowledge, and it is truly inspiring to be witness and party to the mutual inspiration and learning that occurs whenever this group gets together. Over the past year two of our board members resigned. I would like to



thank both **Dave Berry** and **Barbara Balshaw-Dow** for their work on the board. We wish them well and look forward to seeing them at Network events.

As in past years, we are grateful for the help of Guy Dugas in managing our website and our mailing lists. Thanks go out also to Dani Magnusson and Carmen Neufeld of Planners Plus with whom we partnered once again this year, and who were instrumental in the success of the Dr. Bruce Perry workshop. We are also grateful to have Michelle Trudeau continue as our indispensable bookkeeper. With her assistance, and with Karen's conscientious attention to detail, the Network continues to be very well-managed financially.

As I look back on this year, it is difficult to put into words how proud I am of the work that this Network continues to do, and how proud I am to be a small part of it. We are literally watching the light of awareness and understanding begin to dawn over our communities and workplaces and illuminate the work that we do with children and families. Much of what we have learned from the experts about attachment resonates within us at a very primal level and, in many cases, affirms the approaches we have taken with our work instinctively. In other cases, it truly is new information that can help us to reshape, rethink and even transform the work that we do.

Here's to another year of education, illumination and inspiration!

Thank you all,

Leslie Johnston, Chairperson

### **BOARD OF DIRECTORS (2010/2011)**

**LESLIE JOHNSTON, Chairperson:** Social Worker, Winnipeg Child and Family Services Branch

**JOANNE BROWN, Past Chairperson:** Clinician, New Directions Parenting Centre (Reaching Out Project)

**KAREN JOHNSTON, Treasurer:** Behavioural Specialist with the FASD Outreach Program

**SHARON WELTY, Secretary:** Social Worker; Metis Child, Family and Community Services Agency

**MARGE CHOMOWAY:** Board member, Winnipeg Child and Family Services

**LAURIE MARCELLA:** Retired; formerly with Healthy Start for Mom and Me

**JULIA WELLWOOD:** FASD Specialist, FASD Outreach Program

**GERRY BROWN:** Program Manager, Eastman Child and Family Services

**MONIQUE GOUGEON:** Certified Play Therapist-Private Practice and School Social Worker-Child Guidance Clinic

**PAT KELLY:** Postnatal Program Coordinator, Healthy Start for Mom and Me

**TRACY NOGA:** Ma Mawi Wi Chi Itata Centre

**MARLA FELLNER:** School Social Worker; Child Guidance Clinic

### **BOARD ACTIVITIES AT A GLANCE**

As we approach our AGM and reflect on the past year, we do so it is with a sense of awe at the unwavering energy of this group of dedicated people. We have achieved previously set goals and set our sights on new ones. Here is a snapshot of our activities.

- Met monthly as a board and met 3 times with the Network membership
- Published our newsletter
- Held our second annual Strategic Planning Day in November 2010
- Completed the DVD project "Tuning in to your Toddler"
- Held our annual conference, featuring Dr. Bruce Perry
- Provided further training in the Circle of Security model, specifically the Parent Education Course
- Further developed our strategy for responding to the feedback from the community regarding their need for help with integrating the knowledge
- Organized workplace-specific workshops

### **FINANCIAL REPORT**

*Submitted by Karen Johnston*

#### **Summary**

The Attachment Network has had a good fiscal year with a net income profit of \$16,020.57. This profit has come from three primary sources: the DVD sales from Listening to Baby which continues to be in demand, the profit from the Bruce Perry workshop and grants of \$2000.00 provided by Healthy Living and Populations Branch and \$482.36 from the Family Center of Winnipeg.

The Attachment Network continues to invest the profits made back into the community by building the capacity of practitioners. The Attachment Network has given \$10,524.53 to train 11 therapists in the COS Parent Education model. These individuals are so grateful to have received this training opportunity that they are giving back to the community by donating their time to organizations who request brown bag lunch presentations on attachment.

The Attachment Network continues to support community projects as the production of the Toddler DVD. The Network funded \$4,433.00 towards that project and money has been allocated towards the upcoming Daniel Hughes workshop.

The Attachment Network is entering into the 2011 fiscal year in a strong financial position with a total equity being \$49,472.71.

Karen Johnston

*Treasurer of the Attachment Network of Manitoba*

*Balance Sheet and Profit and Loss on next page...*

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## Balance Sheet &amp; Profit and Loss (Accrual Basis)

**The Attachment Network**  
**Balance Sheet**  
 As of March 31, 2011

	<u>Mar 31, 11</u>
<b>ASSETS</b>	
Current Assets	
Chequing/Savings	
Caisse Populaire de St Boniface	38,642.17
Caisse Populaire Savings	3,559.43
Total Chequing/Savings	<u>42,201.60</u>
Other Current Assets	
Other Receivables	7,271.11
Total Other Current Assets	<u>7,271.11</u>
Total Current Assets	<u>49,472.71</u>
<b>TOTAL ASSETS</b>	<b><u>49,472.71</u></b>
<b>LIABILITIES &amp; EQUITY</b>	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	100.00
Total Accounts Payable	<u>100.00</u>
Other Current Liabilities	
Accrued Liabilities	98.56
Total Other Current Liabilities	<u>98.56</u>
Total Current Liabilities	<u>198.56</u>
Total Liabilities	198.56
Equity	
Retained Earnings	33,253.58
Net Income	16,020.57
Total Equity	<u>49,274.15</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>49,472.71</u></b>

**The Attachment Network**  
**Profit & Loss**  
 April 2010 through March 2011

	<u>Apr '10 - Mar 11</u>
<b>Ordinary Income/Expense</b>	
Income	
Bruce Perry Workshop Registrati	76,736.03
Circle of Parent Training Cours	2,200.00
Conferences	
Circle of Security Trng 9/24/09	
Attendees	15.00
Total Circle of Security Trng 9/24/09	<u>15.00</u>
Total Conferences	15.00
DVD sales	1,992.77
Grants and Funds	
Miscellaneous	482.36
Total Grants and Funds	<u>482.36</u>
Total Income	81,426.16
Expense	
Accounting & Legal	98.56
Advertising & Promotions	645.86
Bank Service Charges	22.50
Bruce Perry Workshop	58,888.65
Office Supplies	76.38
Printing and Reproduction	4,433.00
Professional Fees	1,154.41
Travel & Entertainment	
Meals	105.63
Total Travel & Entertainment	<u>105.63</u>
Total Expense	<u>65,424.99</u>
Net Ordinary Income	16,001.17
Other Income/Expense	
Other Income	
Interest Income	19.40
Total Other Income	<u>19.40</u>
Net Other Income	19.40
<b>Net Income</b>	<b><u>16,020.57</u></b>



## COMMITTEE REPORTS

### Training Committee Report

*Submitted by Joanne Brown*

Receiving various levels of training in the Circle of Security model from the Mary Ainsworth Child/Parent Attachment Clinic in Charlottesville, Virginia, has been a 4 year process, set to conclude later this year. We originally had 17 participants who took the Strange Situation Coding Course from Dr. Bill Whelan in the fall of 2008, and from that group, we now have 10 people who are registered coders: Linda Perry, Patti Sutherland, Monique Gougeon, Tanya Hoover, Joanne Brown, Karen Johnston, Tracey Miller, Jean MacKinnon, Julia Wellwood and Tracey Lavery. We know that 4 are still working on their reliability in the procedure. Changes in jobs have resulted in a few people dropping out.

In the fall of 2009, Drs. Bill Whelan and Bob Marvin were both here and trained 16 out of that original group of 17, in the Circle of Security Individual Treatment Model, and from there, 6 people have now received certification. They are Monique Gougeon, Linda Perry, Joanne Brown, Tanya Hoover, Karen Johnston and Tracey Miller. Currently, another 4 people are embarking on the certification process.

This winter, in January, 2011, Dr. Bill Whelan returned a third time to train 10 of those from the original group in the Circle of Security Parent Course. This is a course for parents to learn about Circle of Security, to observe videos of other families and to develop their observation skills as parents. This model was first piloted with foster and adoptive parents but has broadened for use with curious and stable parents who wish to enhance the relationship they have with their children. This spring, Linda Perry and Joanne Brown are set to offer the first parent course, with others soon to follow.



Pictured here are the trainees who participated in the Circle of Security Parent Course with Dr. Bill Whelan in January 2011.

The winter training was funded exclusively by the Attachment Network of Manitoba, with the exception of

a \$200 donation from each participant. Trainees have been asked to sign a contract that stipulates they will run two parent courses before March, 2013 or they will repay the Network the cost of their training, which was \$1,000. This way, the Network ensures that this important course continues to be offered to members of our community.

As well, the remaining trainees have all been asked to participate in offering brown bag lunches on the Circle of Security model to small groups or staff groups as a way to pay forward the opportunity provided to them by the Network in the form of the generous amount of funding it has donated or generated for the trainings throughout the past 4 years. To get this far, we have paid out over \$65,000. We knew that many people have come to our large group events and while the feedback has been wonderful, they go on to note that they do not know how to integrate attachment information into their daily work. The Board felt that if we were to offer a specially designed small group to fit their needs and questions, that there was a stronger likelihood they would understand the information better and would feel more confident using it. We also know that when an entire staff group hears the same information that it tends to become part of the office lexicon and continues to be used. Any group can contact the Network to arrange a brown bag lunch and learn.

### Conference Committee Report

*Submitted by Monique Gougeon*

The Attachment Network of Manitoba was thrilled to host Dr. Bruce Perry in Winnipeg on March 7 and 8, 2011 to a sold out crowd! Over the course of his two day presentation, Dr. Perry introduced the Neurosequential Model of Therapeutics for working with children who have suffered severe abuse and neglect. As a basis for understanding the Neurosequential Model, Dr. Perry highlighted the critical importance of the brain's "Relational Neurobiology". Dr. Perry established the importance of an infant's caregiver to be "present, attentive, attuned, and responsive" in order for the infant's relational health to develop. An infant's relational health leads to overall emotional, cognitive and physical health later in life. Conversely, poor relational health shaped through an inconsistent caregiving response can lead to poor outcomes for children. In order to build a healthy relational template (secure attachment) a child needs repetition and a consistent response. The absence of such, for example children with multiple and inconsistent caregivers, creates chaos and unpredictability for them. "If a child has few positive relationships in early childhood or has had a bad start due to problems with the primary-caregiving experiences of infancy, this child is at risk for a host of problems. In a very real sense, the glue of normal human interactions is gone". Dr. Perry shared his research and clinical experience regarding attachment capacity being easiest to shape if early

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identification and intervention takes place and thereby promotes healthier outcomes for children.



Pictured here is Dr. Bruce Perry with members of the Board at our conference in March 2011

The Attachment Network of Manitoba wants to extend special thanks to agencies and organizations who invested in group purchases for their staff to attend the conference, including the Child Guidance Clinic (Psychology and Social Work Departments), General Authority Child and Family Services, Knowles Foster Treatment Program, Marymount Inc., Métis Child and Family Services, and Winnipeg Child and Family Services, as well as to those groups and individuals who traveled from neighbouring communities and provinces to partake in the conference. An extra special thank you to local individuals who represented allied fields of intervention within the Neurosequential Model including, Tanis Dick and Associates (Art Therapy), Jeff Hatcher (Music Therapy), Rosanne Papadopoulos (Occupational Therapy), Patti Sutherland and Linda Perry (Play Therapy) and Cathy Spack (Yoga).

### Brown Bag Lunch and Learn Report

*Submitted by Julia Wellwood & Monique Gougeon*

This initiative emerged as a way of providing a short presentation to a specific workplace upon request. It would serve the purpose of either introducing the concept of attachment or of applying the knowledge. They would be offered free of charge by individuals who have received training in the Circle of Security and wish to "pay it forward".

During the past year we have conducted approximately 24 presentations by 8 individuals to a wide range of workplaces. They include numerous daycares, schools, CGC, Marymount, Children's Special Services, and Family Centre and New Directions.

There is a great deal of interest in the community for this type of presentation as well as for longer, in depth

presentations. An evaluation of the initiative will take place to assess the need and our capacity to respond.

### Resource Development Committee Report

*Submitted by Laurie Marcella*

The Attachment Network subcommittee struck to develop a sequel DVD to Listening to Baby has been working steadily towards the completion of the Tuning in to Your Toddler DVD. Presently, our producers are editing the filmed vignettes and the introduction. We are so delighted to have a special, generous contribution by Dr. Robert Marvin, who will be featured in our introduction. Dr. Marvin describes the theory of attachment by using the Circle of Security language and graphics, thus providing the vocabulary and framework for our vignettes. The parents, who volunteered to participate in this project, demonstrate subtle, gentle ways to encourage and assist their toddlers in maintaining a state of emotional equilibrium in various everyday experiences. In some vignettes our parents' feelings will be expressed by the narrator and of course, our toddlers will voice their feelings in the same manner the babies did in Listening to Baby! A short narration follows each vignette.

Our subcommittee members are so grateful to Dr. Marvin for taking the time to participate in our DVD and to the parents who offered themselves and their children to be filmed in several different settings. We are also very grateful to our producers, Janet Jamison, Jamie Koshyk and Christopher Basarowich with whom it has been a dream to work. We expect Tuning in to Your Toddler to be completed by mid to late June.

*(Committee members: Noelle Campbell, Laurie McPherson, Cathy Seitz, Gail Wylie, Pat Kelly, Sue Morison and Laurie Marcella)*

### IN THE YEAR AHEAD...

- Facilitation of web-based training in the Neurosequential Model of Therapeutics (NMT) for interested groups
- 10th anniversary event planning for celebration in 2012
- Daniel Hughes conference
- Formal launch of the Toddler DVD
- Celebration to be planned for the group of recently certified Circle of Security practitioners
- Growth and expansion of the brown bag lunch and learn initiative
- Formalization of a public awareness strategy based on the importance of secure attachment for the purpose of increasing awareness and understanding in our communities at large