



Cowichan Men's Resource Centre Society
Research Project Report

Prepared by:

West Coast Solutions
&
The Paxton Group

June 5, 2010

www.CowichanMen.org
info@CowichanMen.org

© Cowichan Men's Resource Centre Society. All rights reserved.

Permission to use this information granted, provided that the Cowichan Men's Centre Society copyright notice and permission appears in all copies and use of information is for informational and non-commercial or personal use only and that no modification of the information is made. Please contact the CMRC at: info@cowichanmen.org

Table of Contents

Executive Summary 3

Background 4

Letter To the Cowichan Valley Community: 5

Organizational Objectives 6

Board of Directors..... 7

Advisory Board 8

Programs..... 10

Events 14

Survey Results 15

Survey Results - Responses (continued)..... 16

Survey Results - Community Feedback..... 17

Outcomes 18

Obstacles 19

Opportunities..... 20

Conclusions & Next Steps 21

More Information 22

Appendix 1 - Continuum of Care 23

Appendix 2 - Survey Results - Graphs 34

Appendix 3 – Staff Details 37



Cowichan Men's Centre Research Project Report

Executive Summary

The following report provides an overview of research that has been conducted over the past 10 months that supports the launch of a Cowichan Valley Men's Resource Centre. The organization has been operating informally through men's groups for many years and in the summer of 2005 incorporated into a British Columbia, non-profit society. This organization has a mandate and support from a broad spectrum of the community to assist and support issues of importance to men and their families in the Cowichan Valley. As of June of 2010, the organization is gathering resources to be made available to the community as well as offering regular meeting groups and events. The research discussed in this document, has been designed to assist with capacity building and infrastructure development for this worthy and necessary community partner. We see that one of the outcomes of the research is the enhancement and improvement of the local economy through the stability created in men's lives, their families and their communities. A list of letters of support for the project is listed also as an appendix.



Cowichan Men's Centre Research Project Report

Background

Started in 2004 as a group of men gathering together to share stories and brotherhood, the Cowichan Valley Men's Centre has followed the rhythm of a heart beat or a breath. Our vision was to create a place where men could be authentic and assist each other through struggles and help to grow as community members, fathers and partners. In the process of developing this place, many community connections were established and a good reputation was achieved. Initial efforts started with a phone line being established that offered men individual help. A logo highlighting the Cowichan connection was adopted. During the writing of a proposal against family violence, active cooperation between several community groups such as WAVAW, RCMP, Cowichan Family life and others was achieved. It became obvious that there was a lack of support for men who were struggling when many community organizations were calling us looking for support for these men, through the established phone line. Connections to the Cowichan Crisis Line were made. Canadian Mental Health called for potential referrals; and Victim Services inquired about potential help for men. Several open circles were held; and for a while, a drop-in group was maintained.

In and out, the organization would grow for a while and contract for a while, then expand again. In its first peak in 2005, men came together to formally register the non-profit society. Their first formal meeting was in August of that year. This group worked together to build consensus around the need for men's circles and programs that supported men in the Valley.

Initially, men's groups were held in several meetings were held in the basement meeting room of the Silverfern Medical Clinic with the best wishes of Board member, Dr Stephen Faulkner; and then expanded to a local church hall. Through public awareness and development men joined to support the efforts of the group.

One of our members for a number of years, Ken Kobewka, passed away from Cancer during this time. He will be remembered for his valuable contribution to our team, for his sense of humour and quiet strength.

In 2008, discussions began about increasing the financial stability of the organization and in 2009 funding was secured to do an analysis of the needs and wants of the Cowichan Valley community around Men and their families.

In 2010, the Board of Directors decided to make a formal statement about its intentions on a newly launched website... www.cowichanmen.org



Cowichan Men's Centre Research Project Report

Letter to the Cowichan Valley Community:

Greetings from the Board of Directors of the Cowichan Men's Resource Centre Society

We would like to thank you for your interest in our organization and for taking the time to review this document on our current projects and a review of our recent online Survey of the Community.

To better understand our approach to social and other services for Men and their families, here is our organizational mission statement:

"To offer a place for men to gather to foster independence, to live with honesty, integrity and have positive relationships with family and all members of their community."

We have worked diligently to accomplish this broad goal through courses, programs, and other venues offered to men and families. As well, through information and resource referrals, we have aimed to transform some of the stereotypes and barriers of what society has labeled as a "Real Man", and foster the idea that a Real Man not only offers assistance to others, but seeks it out for himself when in need.

Once you have had the opportunity to review this document, you could also look over our website and provide your comments for what you believe our community needs in this area.

Thank you.

With respect and friendship,

Miles Phillips - President
Cowichan Men's Resource Centre Society



Cowichan Men's Centre Research Project Report

Organizational Objectives

Vision:

"The vision of The Cowichan Men's Resource Centre is to ensure a society infused with the habit of equality and equity between men and women for peaceful co-existence and development in their communities."

What We Do:

- Offer counselling, support, and referrals to men in the emotional, psychological, intellectual, and spiritual dimensions of their lives
- Offer tools & strategies for the fostering of strong and healthy relationships with partners, families, and community -- where all feel affirmed, validated, respected, and cherished
- Support men in learning to communicate and enrich existing relationships
- Help men with family court/divorce, separation, custody and access issues
- Support adolescent males of age 12-17 to grow into strong, healthy men who have a strong sense of self, inner purpose and direction
- Promote community awareness regarding men and men's issues, and advocate on men's behalf
- The information gathered from this survey will assist us in defining the needs of your community, and will assist us in developing timely, relevant, and client-centred programs.



Cowichan Men's Centre Research Project Report

Board of Directors

The Board of directors for the Cowichan Men's Resource Centre Society has had expanded and contracted over the years but in the last year has settled on 5 members.

Clive Michael Justice - Educational Assistant and Personal Coach

Grant M. Waldman – Marketing Consultant

Miles Phillips – Environmental Consultant

Bill Wagg – Counsellor

Christopher Armstrong – Internet Design Consultant

Allan Firth – Teacher



Cowichan Men's Centre Research Project Report

Advisory Board

During the development of our survey over the 2009 and 2010 calendar years, we continued to build strong relationships with other community agencies. Through the want of our board for support and direction from the broader community, meetings were held. Through this process the following organizations and their Executive Directors from other service organizations in the Cowichan Valley, were invited to attend and to sit on an advisory board to support the CMRC's vision. They have an open seat at our advisory meetings.

Advisory Board Team:

Cheryl Stone – Community Options Society

Maureen Gallinger – Cowichan Family Life

Jacque Smith – Seniors Resource Centre

Debbie Williams – House of Friendship

Patti Delisle – Warmland Womyn's Centre

Erin Generous – Big Brothers – Big Sisters

Michelle Nowzek – Social Planning Cowichan

Zoran Simonovic – Cowichan Independent Living



Cowichan Men's Centre Research Project Report

Communications

Communications has been a key component of the staff's duties during this past year's project. One of the main functions of the staff has been to reach out into the community to promote the Men's Centre and the programs that we offer. We have sat in on meetings relating to early childhood success, affordable housing, women against violence, and the Cowichan Elders in order to show our support for other community initiatives and for members of the community to see that the Men's Centre is out in the community to make a difference.

Community Connections

As part of our communications strategy, the Men's Centre has taken steps to build good will in the community. As we stated earlier, we have formed an Advisory Board in order to share ideas and best practises amongst a variety of other community organizations. We have also exchanged links to each other's websites to promote one another. We have participated in each other's gatherings to show support.



Cowichan Men's Centre Research Project Report

Programs

While we are a “Men’s Resource Centre”, it is our belief that we do not live in a vacuum; and to effect positive change in the lives of one group or member of society involves making positive change in other member groups of society. Therefore we strive to work and interact not only with men, but with parents, wives, children and friends that have men in their lives.

The Cowichan Men’s Resource Centre has begun, or will begin a number of programs that deal with Men, Men’s Issues and issues that touch upon the lives of others.

Boys to Men

The Boys to Men Program is a mentoring network. Through a structured yet informal program, we have created a unique and safe place where boys between the ages of 12 and 17 can regularly interact with committed, conscientious adult men. With the understanding that inside each boy is a “man of honor,” we help these boys discover their own individual strengths, talents and gifts. Armed with this information, these boys can then develop positive life skills and goals that can be expressed in their lives and shared within their community.

The purpose of the Boys to Men program is to:

- i. Mentor adolescent males between 12-17 years of age in to their passage from boyhood to healthy manhood;
- ii. Offer a safe environment in which to share personal stories, learn to express feelings in a healthy way, and discuss concerns and issues of importance to them;
- iii. Provide an insightful and meaningful experience during the Rite of Passage Adventure (ROPA) weekend;
- iv. Assist adolescent males in developing life-long skills to use as personal tools they need to become a better man.

Objectives of the Boys to Men Program:

- To groom and inspire boys into becoming strong, healthy men IS THE #1 GOAL!!!
- To provide leadership, guidance, and direction with the thrill of adventure, to make learning fun.
- To offer positive male role models for adolescent males;
- To support adolescent males mentally and emotionally during this time of transition;



Cowichan Men's Centre Research Project Report

- To develop positive bonds amongst the adolescent males, and with the adult mentors;
- To instill in the boys the tools to develop strategies and to learn values like responsibility, integrity, accountability, and honor.

Rite of Passage Adventure Weekend Summary:

This is a powerful experience-filled weekend for both the boys and the men. It is a time for bonding through developing trust, gaining respect, and building close connections between the boys and their mentors.

Summary:

The Boys to Men Program is growing internationally with programs being offered throughout Canada, the United States, Europe and parts of Africa. The program begins with a Rite of Passage Adventure Weekend, where boys are initiated, with the assistance of mentors, into learning what it means to be a positive, responsible, ethical male in the world today. After this powerful weekend, the boys and mentors meet at least once a month to take part in a variety of activities (both indoors and outdoors) so that the bonds and role models are maintained. Opportunities exist during these sessions for the boys to talk about issues that may be arising in their lives, while being emotionally held and supported.

The desired outcomes of the program are to transform boys into men who are leaders, productive citizens, and successful businessmen, gainfully employed, educated, managing their emotions, and participating actively in their families.



Cowichan Men's Centre Research Project Report

Dad's Make a Difference

Place: 246 Ingram St. Duncan United Church, down stairs, the Sundance room,

Time: Every Tuesday, 6pm-8pm

Facilitators: Clive Michael Justice (CM) & Kevin Parker - Registered Clinical Counsellor

Program purpose:

- Provide support in developing and sustaining a positive relationship with your children.
- Provide information on the importance of Dad's involvement in raising healthy children.
- Provide a support system for Dads.

Program objectives:

- To assist Dads in the relationship with their child – newborn to teenager.
- To provide information and resources for Dads to be the best Dad they can be.
- To provide a support system for Dads with other Dads.
- To promote the positive involvement of Dad's presence in their child's life.

Program topics:

- Supporting the development of positive parenting skills.
- Exploring the important role discipline plays in your child's life.
- Discussing Dad's and their newborn.
- Supporting a healthy relationship to the mother of the child.
- Developing skills, strategies, and approaches for working Dads with their family life.
- Exploring how Dads can improve on their relationship with their partners or ex-partners, and extended family.



Cowichan Men's Centre Research Project Report

Respectful Men

A 10-week program meeting once a week:

Saturdays, 10am-1pm

Start Date: March 6, 2010

Program:

The purpose of this 10-week Respectful Men program is to:

- i. Assist participants in learning to identify their own strengths and hopes for a healthy relationship
- ii. Encourage participants to be responsible and accountable for their actions
- iii. Empower participants to engage in compassionate communication

Class size: 10 men

Workshop Objectives:

- Acquire tools and strategies to constructively manage your anger and reduce stress
- Develop communication skills that allow you to express yourself assertively, not aggressively via blame, power-over, or intimidation
- Understand the role you play towards creating a healthy relationship with your spouse
- Explore healthy ways to meet personal needs (i.e., self-care)

To assess a candidate's eligibility, intake interviews are being scheduled. The purpose of the intake procedure is to assess a candidate's:

- Degree of motivation to change
- Willingness to learn and experiment with new skills
- Capacity for self-reflection on personal issues
- Commitment to involve their spouse
- Commitment to participate in a personal interview

Exemptions from Respectful Men Program:

Those with personality, mental health, health, and non-treated substance abuse issues will not be eligible for participation in this program.



Cowichan Men's Centre Research Project Report

Events

Fathers Day

An example of one of our hopefully enduring projects is our Fathers Day event. We invite the community to come join us in celebrating Father's Day in a variety of ways to express our love and gratitude to fathers or father figures. In 2010, the date was set for the event at:

June 20th, 2010
9AM to 4PM
Duncan City Square

The Cowichan Men's Resource Centre invites you to our first annual Father's Day Celebration!! The event is taking place at the Duncan Square, and Charles Hooey Park for everyone to come together to honor fathers, father figures and celebrate fatherhood within the Cowichan Valley.

Many events are planned for our event:

- Pancake Breakfast
- Large Silent Auction
- Fun Fair Games
- Public Speakers
- Street Vendors
- Live Entertainment
- Face Painting
- Street Vendors
- Much Much More!
-

This fun social event is for the entire family as a way to reconnect with the community and honour fathers. Local service organizations will be in attendance, letting everyone discover all the services and programs that are available to families in the region.

The Cowichan Men's Resource Centre is always looking for people willing to take part. This is a great opportunity for you to learn more about the Centre and to support us as well. We still need entertainers & speakers. Contact us if you want to say a few words, read a poem, sing a song or two, clown around with the kids, or take part as a volunteer for the event! We look forward to seeing you and joining in on the fun & games, food, and family. Much of the event will have no fee attached to it, making it available for everyone!



Cowichan Men's Centre Research Project Report

Survey Results

Cowichan Men's Centre - Survey Design & Administration:

The survey consisted of 9 demographic questions, 8 multiple choice questions, a rating scale, and open ended fill-in-the-blank responses. It was decided to keep the length of the survey relatively short, on average taking under 10 minutes to complete, with the goal of gaining as much information as possible in that period of time. The survey was conducted between December 15, 2009 and March 31, 2010 in the Cowichan Valley Regional District, holding a population of 76,929 as per the 2006 census report.

The survey was accessed in 2 ways: the first through the Survey Monkey website and the second through printed copies that were completed in public locations, with Survey Monkey updated afterwards. The accuracy of the survey based upon the sampling size (.004%) and the entire population of the area (76,929) served by the Cowichan Men's Resource Centre is **95% +/- 5.57%**

Demographics

We attempted to cover as many details in regards to demographics within the first portion of this survey. A good sampling was able to be achieved when comparing ethnicity, family size, gender, and education levels. Discrepancies arose in regards to age in the age ranges of 45 – 54 and as well the 55 – 65 range. With those age ranges being over represented at approximately two to one in comparison to that of the 2006 Census. All other areas seemed to show very slight differences of on average less than 5% when comparing the surveyed demographics to that of the 2006 Census.

Responses

Respondents were very clear on what services should be offered. Very little difference was observed between men and women when approaching this question. The top three answers for this for both genders were individual counselling, fathering/parenting and relationship counselling; with women stating Fathering/Parenting is the highest priority, whereas men stated individual counselling should be the priority.

When asked about issues facing men and families, again gender played little role in the most predominant answers. Men stated in order of importance: father and child relationships, financial concerns and spousal relations. Women stated, in order of importance: financial concerns, father



Cowichan Men's Centre Research Project Report

Survey Results - Responses (continued)

and child relationships and lack of communication being the main concerns; with the fourth highest being Spousal Relationships.

The next series of questions asked for a rating scale of one through six on a variety of questions related to the need, direction and support of a Men's Resource Centre within the Cowichan Valley. The following responses are based as a percentage on the top third:

- **81.6%** stated a strong need for a Men's Resource Centre
- **70%** strongly felt there were not enough services in support of men and their families
- **55.9%** stated they would strongly support a Men's Resource Centre.

Responses regarding where people would go if they were in need of assistance:

- **19%** Friends
- **17%** Not for Profit Organizations
- **15%** Family
- **15%** Medical Professionals

Respondents were given an opportunity to add comments, suggestions or remarks regarding the survey and the Men's Resource Centre. **32.7%** of those surveyed entered some form of comment in this field. The majority of the comments and responses (46%) consisted of some positive message of support for the work and desire for the creation of a Men's Resource Centre. This was followed by **39%** commenting on programs or issues facing men and their families.

In Summary

The sampling represented a good cross section of the Cowichan Valley, and were clear in their statements of desire as to what programs should be made available, their support of, and need for a Men's Resource Centre. This was verified by the community responding that the main place they seek assistance after communicating with friends are local not for profit organizations such as The Cowichan Men's Resource Centre.

Please see the following pages for charts that highlight some of the key results of the survey.



Cowichan Men's Centre Research Project Report

Survey Results - Community Feedback

Here are some of the comments that we have received from the community – mostly from our survey:

“The CMRC is fulfilling a vital need in the community.” Dr. Daphne Robinson

“Thanks for all your hard work and commitment to assisting men in the community.”

“It's VERY GOOD to see men beginning to do the work necessary for other men.”

“I'm glad to see that finally men have a resource.”

“We need to be referring people to this centre! If you are running workshops or programs or have leaflets I can give clients, please let us know.”

“Having worked as a Transition House Counsellor at Somenos House, I saw a great need to support men who wanted to make change and had nowhere to turn. People often commented to me that we support women, but what is out there for the men? I firmly believe that to heal violence in the home, we need to support all of the people involved and do it in a holistic manner with no blame attached. I am excited that this resource will be in the valley and look forward to having somewhere to refer males who are struggling with a variety of issues to.”

“I do see many men and in particular fathers struggling with the roles they have in our community. Many men are single fathers or juggle joint custody; many are starting over due to divorce many struggle financially. Moving men to a place where they feel comfortable asking for help or seeking help is a challenge but it is great to see the opportunity available for those who do.”

“This brings such hope to see this service in the Cowichan Valley. I know open dialogue is a good bridge for meeting in the middle around issues that affect both genders. It would be encouraging to see this manifest someday. I also believe men deserve to be vulnerable and come to reconcile with the sacredness of the discovery of their 'true' selves. How this can be empowered is beyond my comprehension. Also educating the public is a necessity and to offer day time hours for programs or films. Evening hours between 5pm and 7pm are busy for most especially those with children. An ongoing film night once a month that relates to a specific issue ie: child abuse and how it damages adult development. Also when partnering with local agencies it demonstrates collective action and inspires our community to recognize our greatest asset: each other.”



Cowichan Men's Centre Research Project Report

Outcomes



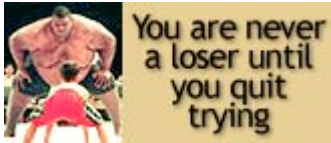
The CMRC has enjoyed many positive outcomes over the past 10 months:

- We have secured a place in our community as a very strong contributor of valued services.
- We have received very positive and supportive feedback from the community through our survey.
- We have reached out to several different potential funding bodies in both the public and private sectors; and our hopes for securing these funds have been strengthened.
- We have created very strong connections with our service organizations in our community, and all are very supportive of our becoming a long term contributor to the community's well being and prosperity.
- The Boys to Men program enjoyed an excellent inaugural Rite of Passage Weekend for boys and men in our community. The ongoing monthly groups have been very well attended, and there are plans for similar events well into the future with the support of the local board of education.
- We have introduced the Dads Make a Difference program and it has been very well attended by members of the community on a consistent basis. We plan to continue to offer this program for the foreseeable future.
- Respectful Men had a very positive impact on the men who attended – they learned self respect and the tools for compassionate communication.
- Our promotion of the recent Mankind Project's New Warrior Trainning Adventure and ongoing Men's Circles has supported men in the community to create a life mission and live a life of integrity, responsibility, and accountability.



Cowichan Men's Centre Research Project Report

Obstacles



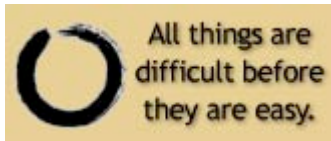
The greatest challenges for the CMRC include:

- Locating funding that will help us in securing a street level walk-in location to support the community with ongoing one-on-one counselling and peer group sessions. This funding will also allow us to have both administrative and counselling staff.
- Ongoing communications to the community to invite men to look for support – to recognize that it is ok to ask for help.
- How the media represents men and the challenge in changing the public's perception that men are hurting and men do need help.
- The fact that there are so few Men's Centres across BC and Canada, and therefore, we are working with little to no peer support in our segment of the social services field.
- The lack of support for men by both the policing organizations and the courts system.



Cowichan Men's Centre Research Project Report

Opportunities



- There are so few Men's Centres in BC and in Canada which means that we can lead the way and incubate new ideas. We can provide very valid reasons for increased funding to men's programs.
- There is the possibility for the creation of synergies amongst the various service organizations within the Cowichan Valley community – especially because we are small enough to combine efforts for certain programs.
- Because there are so many challenges for men in society regarding emotional health, the only direction is up.
- Judge Wood at the Cowichan Courts, whose focus is family law, is very open to new approaches – a new path to supporting families and creating proactive programs that invites them enter counselling programs rather than have to enter the courts at all.
- There is an opportunity to create a restorative justice program in the Cowichan Region to again provide a proactive and healthier option to the courts system.



Cowichan Men's Centre Research Project Report

Conclusions & Next Steps



There is a very strong need for a Men's Centre in the Cowichan Valley. The Men's Centre will provide a successful model for the opening of many more Men's Centres across Canada and the formation of a National Federation of Men Centres. The Men's Centre will save our community thousands of dollars in reactionary costs through our proactive approach to supporting men and their families before they need to enter the system.

The Men's Centre will continue to work very closely with our Advisory Board to ensure that there is a very strong connection between the various social services organizations in the Cowichan Valley; and again, we will create a template for other communities to work with.

We will continue to reach out to the citizens of the Cowichan Valley for their input and support to ensure that our lines of communication are wide open.

We will continue to work very closely with all of our funding agencies to ensure that we are satisfying their requirements.



Cowichan Men's Centre Research Project Report

More Information

The Cowichan Men's Resource Centre

Phone: 250 597-2801

Fax: 250 597-2802

Opening Hours:

Monday - Friday 8:30 to 4:00 pm

Our Location:

#3 – 55 Station Street, Duncan, BC Canada V9L 1M2

Our email: info@cowichanmen.org





Cowichan Men's Centre Research Project Report

Appendix 1 - Continuum of Care

Over the past several months, research has been conducted on the specific types of services that are available and required by men in the Cowichan Valley. We have arrived at a Continuum of Care that provides an overview of a man's service needs from cradle to grave. Please see below for details – broken down by specific age range.

Birth to Age 12

A. Development

- 1. Infant Massage**
- 2. Fun for Ones – socialization**

B. School Ready

- 1. Early Math**
- 2. Early Explorers**
- 3. Colour Works**
- 4. Full Day Preschool Program**

C. Activity Programs

- 1. Yoga Time**
- 2. Terrific Twos**
- 3. Mother Goose**
- 4. Mommy & Muchkins**
- 5. Day Camps**
- 6. Summer Reading/Storytime**
- 7. Discover your Talents**

D. Mental Health Programs

- 1. Short-Term Observation Program (STOP)**
- 2. Bridges – School Performance Support**



Cowichan Men's Centre Research Project Report

3. Community, Parent, and School Support (COMPASS)

E. Education

- 1. New Parents Group**
- 2. Sing and Sign**
- 3. Nobody's perfect**
- 4. Mother Goose**

F. Social Programs

- 1. New Parents**
- 2. Strollers in Motion**
- 3. Youth Advocate Program**
- 4. Kids on the Ball – developing balance**
- 5. Dodgeball**
- 6. Team Extreme**
- 7. Basketball**
- 8. Youth Survivor**
- 9. Youth in Action**

Adolescence (Age 12 to 18)

A. Physical Health

- 1. Alcohol/Tobacco/Narcotics/Addiction Programs**
 - a. Awareness/Education/Diversion Programs**
 - b. Counselling & Treatment for Addictions**
 - c. Support/Coping with addictions in Family**
 - d. Peer Support for addictions**
 - e. Youth Interventions**

- 2. Activity Programs**
 - a. Sports Programs**



Cowichan Men's Centre Research Project Report

5. Mental Health

- a. Self Confidence
- b. Self Esteem
- c. Counselling Individual, Group and Peer
- d. Suicide Awareness, Support & Prevention Programs
- e. Positive Body Image
- f. Assertiveness Training

6. Disability Resource

- a. Information
- b. Networking
- c. Employment Training

7. Education

- a. Tutoring
- b. Literacy
- c. School Resiliency – Staying in School
- d. Computer Education
- e. Life Skills Coaching
- f. Team Building/Teamwork Programs
- g. Study Abroad
- h. Educational Excursions
- i. Wilderness Training
- j. Communication Skills
- k. Financial Education for Teens
- l. Conflict Resolution
- m. Decision Making
- n. Document Assistance
- o. Intergenerational Awareness



Cowichan Men's Centre Research Project Report

8. Employment

- a. Employment Counselling for Youth**
- b. Employment Search**
- c. Job Shadowing**
- d. Employment Training Skills**
- e. Career Aptitude**
- f. Part Time/Seasonal Employment Opportunities**
- g. Employment Mentoring**
- h. Youth Entrepreneur**
- i. Employment Availability/Opportunities**
- j. Volunteering Partnerships**

B. Social Health

1. Justice

- a. Restorative Justice**
- b. Youth Forensic Psychiatric Services**
- c. Intensive Support and Supervision**
- d. Boot Camps**
- e. Scared Straight Programs**
- f. Form Completion Assistance**
- g. Court Accompaniment**
- h. Mediation**

2. Social Programs

- a. Youth Drop In Centre**
- b. Social Mentorship**
- c. Social Events**
- d. Supporting Community & Involvement**
- e. Youth Leadership**
- f. Environmental Stewardship**



Cowichan Men's Centre Research Project Report

- g. Behavioral Support**
- h. Art Therapy/Music Therapy**
- i. Community Action Crew**
- j. Sexuality Awareness and Acceptance**
- k. After School Drop in for Latchkey kids**
- l. Parent Separation and Divorce Support for youth.**
- m. Internet/Games Addiction**
- n. Parent - Child Conflict**
- o. Volunteering Partnerships**

3. Housing and Related

- a. Emergency Housing**
- b. Transitional Care**
- c. Runaway Prevention & Awareness**
- d. Family Counselling**
- e. Foster Child Support**
- f. Advocacy for Foster Children**
- g. Permanent Youth Housing Assistance**

4. Abuse/Violence

- a. Bullying in and out of school**
- b. Gang Intervention**
- c. Domestic Violence Awareness and Prevention**
- d. Dating Violence/Relationship Violence**
- e. Advocacy for Victims**
- f. Victim Support**
- g. Court Accompaniment for Victims**

5. Youth Parenting

- a. Parenting Skills for Young Fathers**



Cowichan Men's Centre Research Project Report

- b. Stress and Strategies for young Fathers**
- c. Young Father Mentoring Program**

Adult

This section deals with the Adult stage, 18 years of age plus: Early adulthood (18-39 years); Middle adulthood (40-59 years); advanced adult/Senior citizen (60+ years).

A. Physical Health

1. Health Care

- a. Advance Care Planning**
- b. Health Education programs**
- c. Health care programs**
- d. Elders program**
- e. Food bank**

2. Alcohol/Tobacco/Narcotics/Addiction Programs

- a. Awareness/Education/Diversion Programs**
- b. Counseling & Treatment for Addictions**
- c. Support/Coping with addictions in Family**
- d. Peer Support for addictions**

3. Activity Programs

- a. Sports Programs**
 - i. Organized Sports**
 - ii. Individual Sports**
 - iii. Competitions**
 - iv. Family Sport Events**

- b. Social Activity Programs**



Cowichan Men's Centre Research Project Report

- f. Independent living support**
- g. Parenting**
- h. Self Confidence/Self Esteem / Positive Body Image**
- i. Addictions counseling/ Internet/Gaming Addiction**

7. Disability Resource

- a. Adult Residential Services**
- b. Family support program**
- c. Information**
- d. Networking**
- e. Supported Employment Training**
- f. Semi-independent Living program**

8. Education

- a. College/University/Elder College**
 - i. Literacy**
 - ii. Computer Education**
 - iii. Life Skills**
 - iv. Communication Skills**
- b. Financial Education for Young Adults**
- c. Conflict Resolution**

9. Employment

- a. Employment Resource Centres**
- b. Employment Search**
- c. Job Shadowing**
- d. Employment Training Skills**
- e. Career Aptitude**
- f. Part Time/Seasonal Employment Opportunities**
- g. Employment Mentoring**



Cowichan Men's Centre Research Project Report

h. Employment Availability/Opportunities

B. Social Health

1. Justice

- a. Restorative Justice**
- b. Forensic Psychiatric Services**
- c. Intensive Support and Supervision**
- d. Boot Camps**
- e. Form Completion Assistance**
- f. Court Accompaniment**
- g. Mediation**
- h. Parent - Child Conflict**

2. Social Programs

- a. Seniors Resource Centre**
- b. Social Events, dances, music**
- c. Supporting Community & Involvement**
- d. Environmental Stewardship**
- e. Behavioral Support**
- f. Art Therapy/Music Therapy**
- g. Separation and Divorce Support**
- h. Volunteering Partnerships**

3. Housing and Related

- a. Emergency Housing**
- b. Transitional Care**
- c. Low Income Housing**

4. Abuse/Violence

- a. Domestic Violence Awareness and Prevention**



Cowichan Men's Centre Research Project Report

- b. Victims Services**
- c. Victim Support**
- d. Court Accompaniment for Victims**

5. Parenting

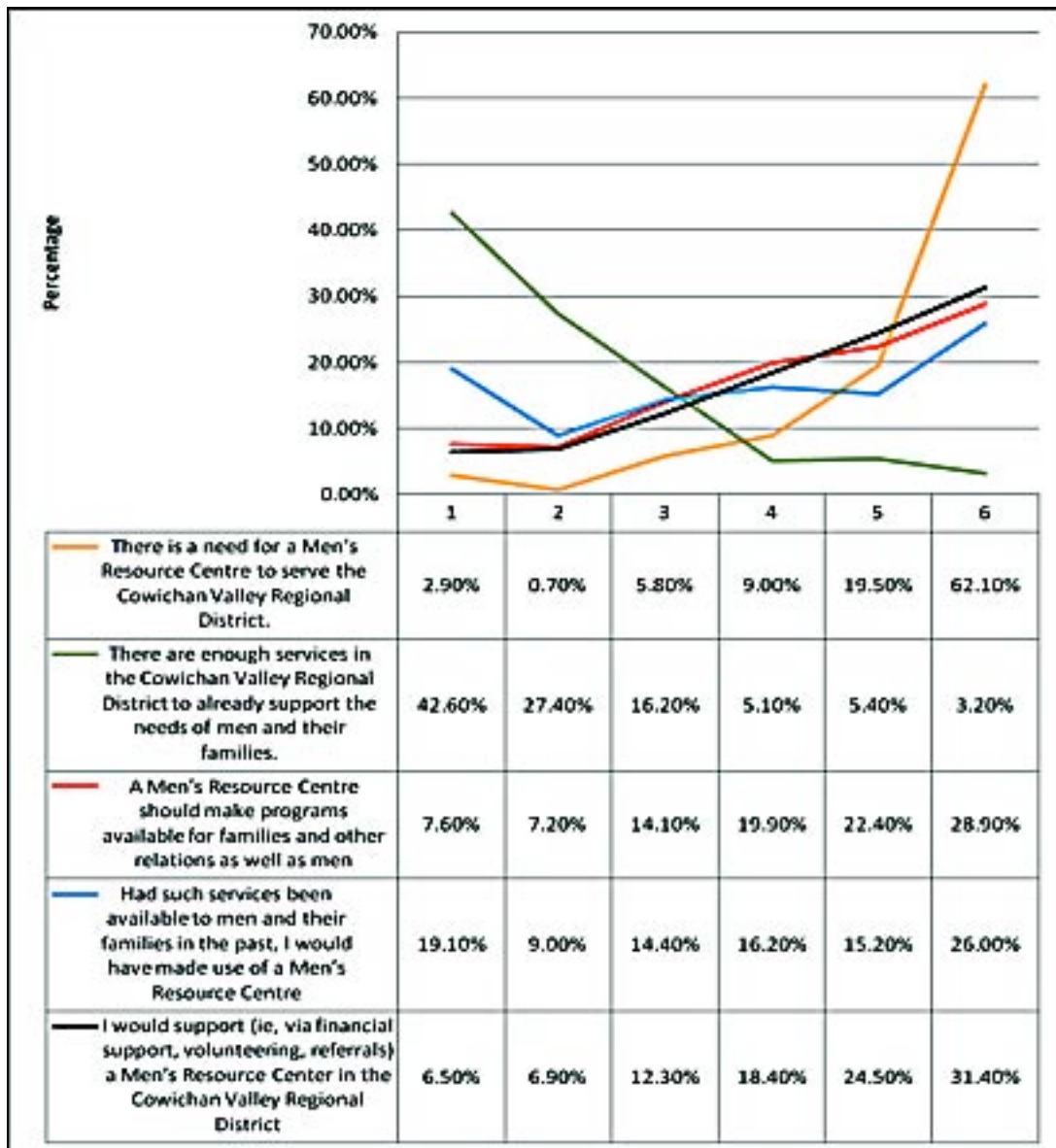
- a. Parenting Skills for New Fathers**
- b. Stress and Strategies for Fathers**



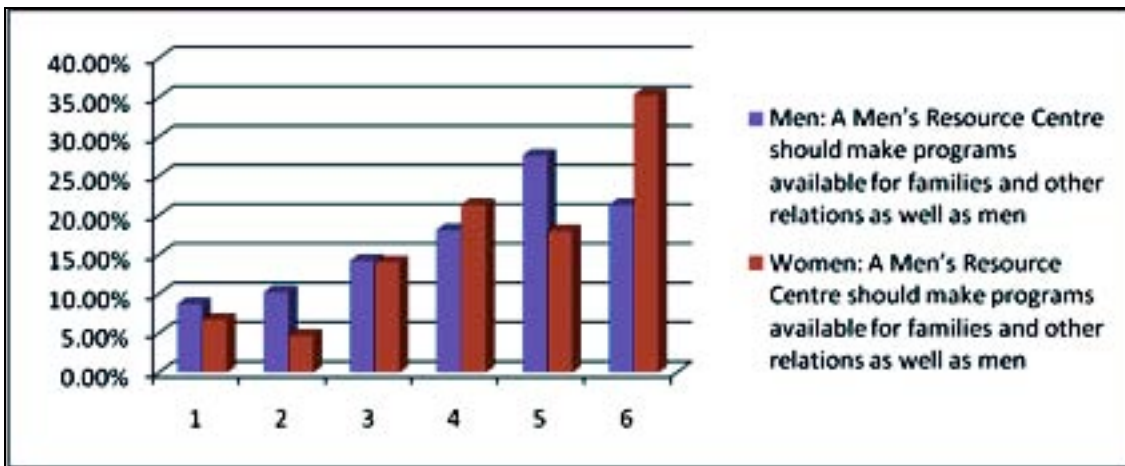
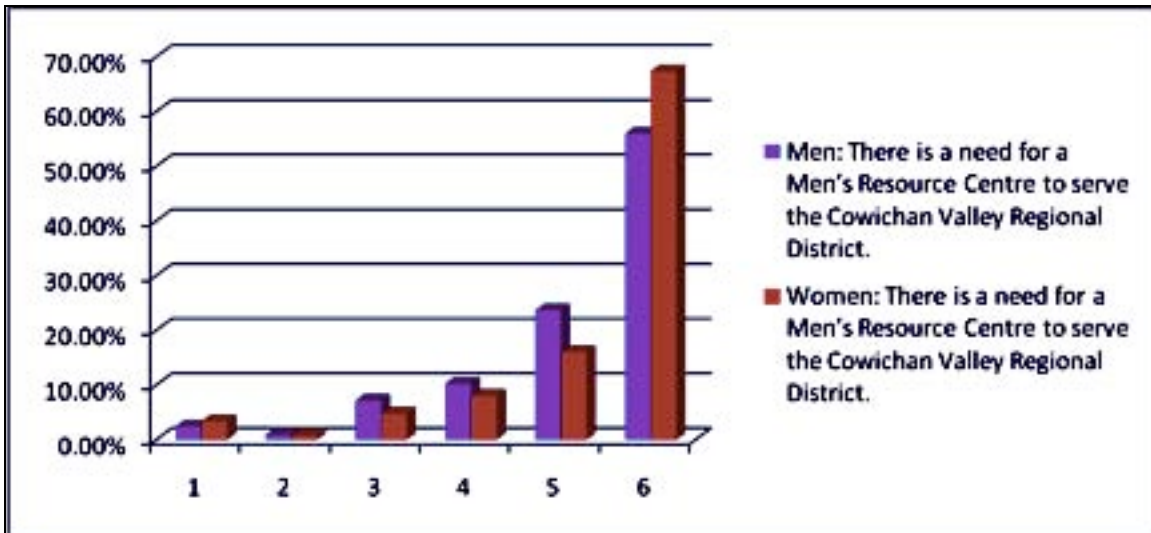
Cowichan Men's Centre Research Project Report

Appendix 2 - Survey Results – Graphs

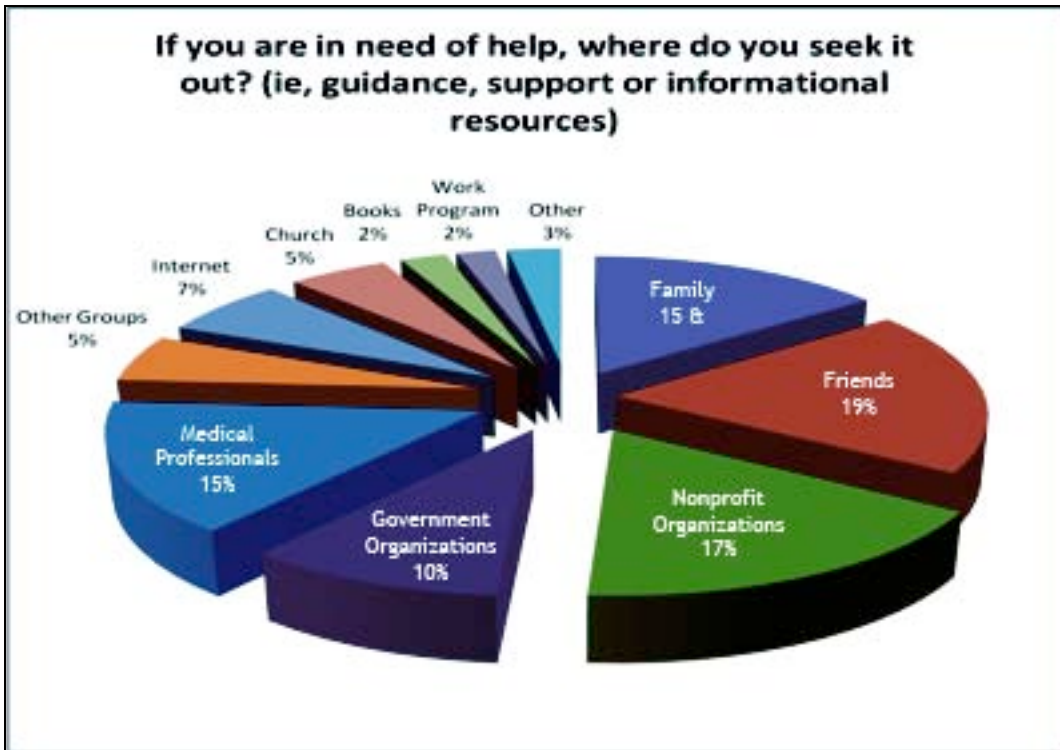
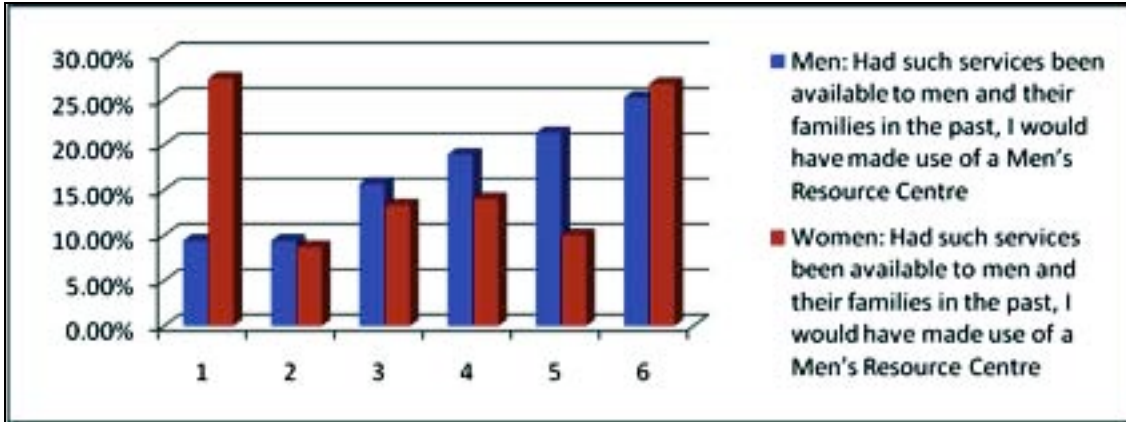
The following charts provide a graphical representation of the survey results: (Rating from 1 to 6 – 1 being low need and 6 being high need.)



Cowichan Men's Centre Research Project Report



Cowichan Men's Centre Research Project Report





Cowichan Men's Centre Research Project Report

Appendix 3 – Staff Details

Grant M. Waldman – Executive Director

Grant Waldman has resided in BC for over 6 years – 4 of those being on Vancouver Island. Prior to this, he grew up in Southern Ontario; spending most of his years in Toronto – born in London. He is happily married for over 21 years to Annik Moyal-Waldman; an accomplished facilitator, educator, and counsellor. He has a 12 year old son, Nathaniel; who loves sports of all sorts, cooking and improv.

Grant has been involved with men's work for over 13 years. He initiated in the [Mankind Project \(MKP\)](#) in the spring of 2006, and has been on the board for over 2 years as the Vancouver Island representative and previously as the Integration Group Chair. MKP is a men's organization where men have the opportunity to travel from their head to their heart, and truly get in touch with their feelings in a good way. The men have an opportunity to meet on a regular basis to support one another. Prior to the MKP, Grant was involved in men's groups in Indianapolis, Indiana, Toronto, and the Sunshine Coast. He recognizes how important it is for men to reach out for help.

Grant founded the [Boys to Men](#) centre in Western Canada after realizing that he wanted his son to experience a Rites of Passage weekend when he was young, rather than waiting until his 40's like Grant did. The Boys to Men program provides a mentoring experience for boys. The Rites of Passage Adventure Weekend is a safe place for the boys to tell their truth and begin to take responsibility for their life. It is a place where they can learn about accountability and integrity. After the weekend, the Mentors commit to supporting the boys for one year through J-Group activities like hiking, sports, drumming, etc. For his efforts, Grant received the Ron Herring Award for service to his community by The Mankind Project of Canada West!

Grant graduated from York University in Toronto with degrees in History and Business, and an advanced diploma in IT Systems from The Honeywell Institute. He founded his own firm, West Coast Solutions, Inc. upon his arrival in BC - initially to represent several software developers. The firm is now focused on Targeted Marketing Consulting - learn more at: www.pinnaclelists.com. Waldman is an accomplished and published singer-songwriter and a member of his local Folk Guild.

He has performed in various functions, including MKP graduations, Baha'i' events, Jewish events, and environmental & peace causes. Learn more at his website: www.waldocreative.com. Grant has also published poetry and is at work on his first book. Grant enjoys all the west coast has to offer, including: kayaking, skiing, and hiking!

Joe Barton - Research & Communications



Cowichan Men's Centre Research Project Report

Joe Barton was born in Victoria, BC and raised in the Shawnigan Lake/Cowichan Valley region of Vancouver Island. Spending several years abroad in the United States, he has gained an external perspective and appreciation for the Cowichan Valley and its many unique and wonderful qualities. Joe has training and education in a wide variety of fields: from Commercial Plumbing to a Certified Hypnotherapist; teaching workshops on spirituality, and assisting local residents with dog behavior issues. In addition, he has operated his own business in the past. Joe has dedicated time to a variety of local non-profits such as the local SPCA and the Seniors Resource and Support Society – Cowichan.

Joe feels strongly about the role of the Men's Resource Centre within the Cowichan Valley, and brings with him dedication, honesty and integrity. Having worked with a wide variety of people of various backgrounds, he is able to communicate and interact effectively. He is community minded, caring, and able to look at situations from a variety of perspectives. He is excited about the opportunities that the Men's Resource Centre offers to the advancement of our local community.

Lana Pagaduan - Research & Communications

Lana Pagaduan is a First Nations member of the Khenipsen Band of the Cowichan Tribes. Lana was born in Duncan on Vancouver Island, British Columbia, and raised and educated in Washington State.

Lana has 25+ years experience as an administrative and executive assistant having worked for one of America's leading truck manufacturers in Washington State to one of the leading aerospace companies in Los Angeles, California.

Lana's talent and ability for being resourceful, detail oriented, analytical thinking, and having held a top secret clearance while working in the Space & Technology division enables her to handle matters in a confidential manner. Lana brings to the team her dependability, loyalty, integrity, community-minded thinking, and friendliness with good sense of humor. Lana has always been supportive and helpful, and enjoys helping others.

Doug Dame - Research & Communications

"I feel I have been moving on a strong path all of my life." Doug has spent the past 30 years in the Cowichan Valley, and currently enjoys living in downtown Duncan. Doug cherishes his ongoing relationship with Leah Harry. He has lots of enthusiasm, and takes great pride in being innovative and resourceful. Doug excels at finding creative solutions to problems; and always looks for the good in people and situations.

Doug's educational experiences have predominantly been Community based: taking an Entrepreneur program through Community Futures Development Centre in the mid 90's. This



Cowichan Men's Centre Research Project Report

program was a gateway to other opportunities that included: Ottawa Task force on youth entrepreneurship, New Entrepreneurs West founding member, Board Committee member for Community Futures, and a proprietor of Consumer Benefits.

Other life affirming experiences for Doug included his involvement with various projects at Providence Farm, completing The West Coast Trail with the Open Door Program, a junior rugby tour of England with the Cowichan Rugby Club. Doug also enjoys playing chess, hiking, snowboarding, and keeping an open mind.