

The Canadian Centre for Men and Families

Action Plan

March 2014

Version 2

The Canadian Centre for Men and Families (CCMF) is a project of the Canadian Association for Equality (CAFE). This document includes the following items:

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1. Psychological and Social Services Plan

Acknowledgements

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“Our sons are experiencing a failure to launch. Their suicide is going up as their education and employment rate is going down...there's no greater force in Canada than CAFE to help boys and men become a healthy part of the future of Canada's families.”

– Warren Farrell, Best-selling author

“This promises to be an organization that will have tremendous impact on the lives of boys and men, and affect them in ways that will improve their general health and their wellbeing... I urge you to look closely and dig deep into your pockets to support this effort. It's an extremely necessary initiative at this time...

Be part of making this work.”

- Miles Groth, Editor, New Male Studies

“CAFE has blazed a new trail in bringing public awareness to these issues through their events and now through their Canadian Centre for Men and Families we are going to see progress in this area that I'm very happy to be associated with. This is a Centre that people should contribute to...”

- Barbara Kay, Columnist with the National Post

Defining the Project: Mandate and Scope

Mandate

The mission of the Canadian Centre for Men and Families is to establish a space in Toronto for services, research, advocacy, outreach and public education on all aspects of issues related to boys, fathers, men and families, and with support, connections and influence across Canada. The CCMF will work collaboratively within the communities it serves in order to create a better future for our sons and daughters through mutual understanding, compassion and support.

Scope

The CCMF will be an absolutely unprecedented venue, distinguishing itself in critical ways:

1. The CCMF will balance the immediate provision of social services to those most in need with the long-term public education, awareness and consciousness-raising that is vital to creating wider social change. This approach is related to the CCMF goal to provide for the needs of the community while fostering long-term empowerment over cycles of dependency.
2. The CCMF will be dedicated to the issues of boys and men on their own terms, and to bettering the health and well-being of men and boys. There will be no ideological, political or religious approach or commitment, nor will the focus on men and boys be used merely as a mechanism to support or advance other groups.
3. The CCMF will focus on the entire breadth of boys' and men's issues, including:
 - The "Boys' Crisis" (education, bullying, suicide) - Creating a new sense of purpose for our sons, while preserving an equally purposeful environment for our daughters
 - Empowering boys and men with conflict resolution and communication skills that reduce violence in our communities and benefit all members of society
 - Educational and other resources to improve the mental and physical health of boys, men, and all those in their life
 - Workplace Issues (e.g. workplace safety and equality)
 - Family Law, Fathers Issues and working toward the best interest of all children
 - Crime and Punishment/Legal Issues focused on creating a fair system for all
 - Media, Social and Cultural Misandry
 - Academic Misandry (e.g. in Gender Studies and Culture Studies programs)
4. The CCMF will take a comprehensive approach to boys' and men's issues by engaging in a wide variety of actions and activities all with a Canadian outlook and focus, including:
 - large public educational events and conferences
 - evidence-based research, policy writing, and engagement with the press
 - multimedia, such as blogs, social media, and the broadcast of podcasts and videos
 - social service provision
 - campus outreach to a growing network of university student groups
 - reference and lending library, including a clearinghouse of information and publications
 - political action: meetings with politicians, protests, rallies

Governance

The Canadian Association for Equality (CAFE) will maintain overall control over the CCMF project, given that it is likely to soon become a registered charity and will have a legal obligation to supervise the use of its funds. CAFE's Board of Directors will strike a "Canadian Centre for Men and Families Executive Committee" which will be responsible for managing the CCMF on a day-to-day basis. A CAFE Board member will Chair the CCMF Executive Committee and report on its progress to the Board of Directors. The CCMF executive committee will make recommendations to the CAFE Board regarding staffing, budgeting and major operational decisions for the CCMF. The terms of reference for the CCMF Executive Committee will be crafted by the CAFE Board of Directors once a location has been identified.

The CCMF Executive Committee will be responsible for maintaining a high level of professionalism. All volunteers and staff will be required to sign a Code of Conduct indicating their acceptance of CAFE and CCMF values and mandates. The Executive Committee will create a program logic model and bring in experts to evaluate program effectiveness against the vision and mandate of the project.

Operations

Operational Issues

Men's Shelter

The original proposal for the CCMF was in large part motivated by the tragic suicide death of Earl Silverman. Having felt the personal trauma of partner abuse, Earl was a persistent force who spent twenty years lobbying governments at all levels to obtain funding for male victims of Intimate Partner Violence. The CCMF is driven in part by the goal of growing an institution that will give perpetual meaning to Earl's life-long efforts.

From consultation there is broad agreement that providing shelter services to men, and in particular men with children, should be a priority. However, a consensus also emerged that the CCMF should not make a permanent shelter space part of its own facilities. Instead, the following recommendations are made:

1. The CCMF should partner with other organizations and work with them to expand their existing shelter services for men, with an emphasis on men fleeing abusive situations with children. Suggested organizations include CAMH, the Salvation Army and Covenant House. Dr. Yvonne Bergmans of St. Michael's Hospital Suicide studies research unit, who strongly supports shelters for men, named York Region Blue Door as the only agency she knows of that provides shelter space for men. She also suggested contacting central intake for Toronto shelters and asking where they would recommend men go who are fleeing domestic abuse with children. Rick Goodwin is Executive Director of The Men Project. He provides support to male victims of sexual trauma and has found that while there is little in Ontario, the CCMF should look into what's been setup in Quebec for men fleeing domestic abuse. This research could provide more organizations with which to establish a relationship, an approach that supports our community outreach initiative.
2. The CCMF should provide facilities in-house for an emergency temporary shelter space, for use when absolutely necessary by a father or a father with children.
3. The CCMF should follow the successful model of the first women's shelters, a "block parent" approach in which women would offer access to their own homes to those fleeing abusive situations. CCMF should establish a network of safe houses for men with children. CCMF would vet potential participants and provide small amounts of overhead eg. food for the night.

Name

During consultations we heard strong arguments both to maintain and to modify the current name: Canadian Centre for Men and Families.

Arguments to modify:

- Shorten the name for the sake of simplicity and ease of remembering, eg. The Men's Centre.
- Incorporate into the name "boys" or "dads," or exchange existing words with these,

as they are perceived as more benign or innocuous sounding.

- Change the name to one which indicates the city of Toronto rather than the country, so it is immediately clear which community is served by the Centre. This approach suggests the Centre is a one stop shop for men and their families in Toronto.

Arguments for maintaining the name:

- People generally liked the current name, with few able to suggest an ideal name that had no drawbacks and did a better job of balancing competing interests.
- People really liked the use of “families” because that seemed to be a good positive and comprehensive term. There was a concern for those without families, or those from broken families, but provided the name maintains “men *and* families” the implication is clearly meant to be welcoming and inclusive

The final recommendation here is to maintain the current name, while developing a subtitle or tagline for the CCMF which incorporates additional words and groups, eg. “A safe space for boys, dads, gay and transgendered men - and their loved ones.” Certainly communications will be clear about the inclusive nature of CCMF programs. We heard that the current name, “Centre for Men and Families,” is a good response to the typical association of “women and children” in social service settings. Dr. Tara Palmatier, in responding to this debate about hiding behind more politically correct language, asked what it says if an organization with a men’s issues consciousness raising mandate would hesitate to use the word “men” in the name of its flagship venue. She argued strongly to keep “men” front and centre given the project is sure to be provocative regardless of what we call it.

Inclusion and Diversity

The strong recommendation was to incorporate the values of inclusion and diversity into the development of this project at every step of the way, including.

1. In the tagline of the CCMF: as described above, we want to be clear this is not a project strictly for white, straight, English-speaking men.
2. In visuals, pictures, and logos associated with the CCMF. Symbols of inclusion and diversity are powerful components of the positive message we want to convey.
3. In broad outreach to the community, including to women’s groups, groups in the LGBTQ community, and groups representing ethnic and racial minorities in Toronto.

The CCMF must include all kinds of “men” and “masculinities.” Daryl Reimer of the Manitoba Men’s Resources Centre argues that gay men, transgendered people and butch women all have a lot to teach us about the value of men. He insists that we need to align particularly with gay men, arguing that homophobia is something that destroys us all, suggesting as it does that it's wrong to love a man or find him sexually interesting. We need to be sensitive to masculinity in different ethnic, racial or socio-economic communities, particularly within black Canadian and First Nations communities.

Approach

It is important to situate the CCMF project within the larger CAFE mission. The Canadian Association for Equality is committed to achieving equality for all Canadians, with an emphasis on gender equality. While we support all efforts at achieving gender equality, we will work for balance and fairness within this societal project by focusing our limited resources on those areas of gender which are understudied in contemporary culture.

This has led us to a current focus on the status, health and well-being of boys and men. Here attention, investment and support for educational and social programs stands at a level that is far from equal to the seriousness of the problem, while also being significantly underdeveloped compared to the resources in other important areas of social improvement.

With respect to the CCMF, the focus on “men and families” is in no sense an attack on the critical work undertaken by those nonprofits that focus on women’s issues, but is meant instead to complement and build on the existing community infrastructure. Currently members, donors and volunteers of CAFE are highly diverse with respect to gender, ethnicity and racial identity. Our issues belong to all members of society. The wellbeing or suffering of men affects people close to them including mothers, daughters, sisters and friends. Our shared commitment is to an understanding of equality and justice not as “women’s rights” or “men’s rights” but human rights

The CCMF is already working with a number of social service organizations that have traditionally provided support overwhelmingly to women, to balance their programs so as to respond to the needs of men. A good example is Sheena’s Place, an eating disorder agency that has this year launched a men’s program pilot project.

One of our main challenges will be in defining the operational scope for the CCMF. Our central priority is the health and well-being of men of all ages. This will be divided into two large focuses:

1. Tactical: Service and support to those in immediate need.
2. Strategic: Public education, awareness and consciousness-raising over a long horizon.

The CCMF has limited means but vast interests. This calls for strategic approaches to leverage our resources for maximum benefit. The CCMF will brainstorm a comprehensive list of services the community requires, and a separate list of currently available social services. Each potential new CCMF service will be evaluated based on the following factors: a) the extent of the community need for the service, b) the extent to which the service is already available through other channels, and c) the extent to which the service fits the CCMF priority areas.

Based on this analysis, the CCMF will proceed with one of several options:

1. Providing a clearinghouse and library of print and multimedia material for those services deemed a lower priority or for which existing community services are sufficient.
2. Launching a program in house to meet a need which is both a priority and for which existing services are limited or non-existent.
3. Working with other organizations to modify, transform or expand upon their existing programs so as to accommodate the unique issues and need of men, boys and fathers.
4. Services and resources will be provided to any who have legitimate need, with no

discrimination based on race, ethnicity, ancestry, religion, place of origin, citizenship status, gender and gender identity, sexual orientation, age, marital and family status, or disability. Where support groups are set up exclusively for boys or men, these exceptions will be justified on a case by case basis. While services and resources will be “men’s issues” focused, the CCMF will also welcome women seeking support for themselves, their sons, their family or their loved ones.

Priority Issues

The following issues reflect consultative conversations, but are not necessarily complete:

Fathers/Family Issues

- Fatherhood and parenting, with a goal of making strong families and involved dads
- Family counselling
- Support for men facing divorce
- Dad Summit
- Fathers Fest

Education

- Anti-boy biases within the school system
- Bullying in schools
- Tutoring and mentoring for at-risk boys
- Mentoring for university aged young men
- Programs to recruit men into traditionally female professions

Legal System

- Family courts
- Children’s Aid Society
- Anti-male bias in the criminal justice system

Mental Health Services

- counselling services in trauma recovery, Intimate Partner Violence, suicide prevention
- workshops on childhood trauma and how it impacts men in adulthood
- helping men be strong community leaders
- good assets are Rick Goodwin, who works for 1in6canada, the nation's knowledge centre on male sexual violence and trauma which has received government support, and Menswatch, a preventative mental health and suicide prevention program developed in Australia

Relatedness of Services

In its plan to address a broad range of issues, the CCMF should also be cognizant of the ways in which additional social problems not generally considered gendered can have a role to play within the areas covered in our mandate. The relationship between domestic violence, mental

health, addiction, and homelessness is a good example. Understanding these connections will help us to be more effective.

Programs

The following programs reflect consultative conversations but are not necessarily complete:

Counselling

Individual, couple, family, group

Mentorship

Mentoring for men at various family stages, including divorce

Case workers

Advocacy on behalf of individuals

Workshops

Self-help men's groups

Team and community building projects

Classes

Psycho-education courses for professionals

eg. teachers, nurses

In addition, the CCMF would complement CAFE's ongoing efforts at public education in men's issues through new public awareness campaigns focused on men's health and well-being, such as a campaign to break down stigmas associated with men asking for help. Simple projects to, for example, introduce men's magazines into healthcare-related waiting rooms would be a good start. These campaigns will over time ensure a willingness on the part of men to be open to the services and support we aim to provide.

Psychological and Social Services

The CCMF Executive Committee Psychological and Social Services Director will be responsible for psychological services at the CCMF, which will take a variety of approaches:

In-House Support

The CCMF will invite a range of professionals to work in house. To set up contracts with service providers, the CCMF will need to review the leasing options and incorporate a sublet clause. CAFE will also require indemnifying.

The CCMF will explore the stages of the male life cycle, providing a range of medical, educational, psychological and legal services.

The CCMF will advertise through professional associations and will explore the College St. Women's Centre and similar agencies as a model.

Referrals

We will set up relationships with other Toronto agencies and create a directory of vetted male friendly organizations. These will be a source of potential referrals. In *The Truth About Addiction and Recovery*, addiction expert Dr. Stanton Peele argues for a community based approach, which combines advocacy and education as the CCMF works with and seeks to impact the existing network of social service agencies in Toronto.

Outreach to Professions

The CCMF will work to establish men's issues groups within professions in which men are a minority, such as the *Men in Nursing Interest Group*, which aims to recruit men into nursing and break down stigmas that stop men from going into this profession. The CCMF will host Public Service Announcement campaigns to encourage men in a variety of professions like teaching, nursing, early childhood education and social work.

For more information, see "Psychological and Social Services" which is included at the end of this document.

Marketing and Communications

There are two broad groups of people to whom we are marketing:

The first group consists of those men and women desperately looking for help and support for themselves, their spouse, their children or their other loved ones. This group is mostly interested in credible social services and support groups, and will respond to a professional, clinical and serious image.

The second group consists of young men and campus men who are not looking for services necessarily but who nevertheless need to be reached with information. The CCMF needs to appear modern, high tech, fashionable, hip and entertaining. This group is not likely to respond to being identified as oppressed victims. Interest in this group primarily relates to education, awareness and outreach campaigns.

Although the strategic positioning required to appeal to these two groups differs drastically, there is a natural cleavage between the service provision and education/awareness components of the CCMF mandate, which allows for differing marketing approaches in these overall areas.

A note on dealing with the inevitable critics

We expect to get blowback simply because we are asking for room in a crowded marketplace of ideas and services.

Because men have traditionally been cast as the oppressive factor in society, it is important not to compete for victimhood, but to emphasize collaboration and community with all people. It will be important to acknowledge that men are responsible for a lot of destructive behaviour, and not to minimize that. But that does not detract from our need to understand, respect, and tend to men's needs in society.

It is very difficult to do gender without doing gender politics. But we will position ourselves as "non feminist." We will not be baited into debates on feminism. We will focus instead on the needs of boys and men. We will pro-actively respond to our critics through the following shifts of focus:

1. shift the focus from opposition to diversity by building a broad tent that includes all men and masculinities, and which welcomes women and allies who care about men.
2. shift from ideological battles to a pragmatic focus on effectiveness and a diversity of approaches depending on what works for each person. The focus is on what helps each person in need.
3. shift from focusing on where people come from to where we want to get them.

Fundraising, Sustainability, Budgeting and Staffing

We currently have \$50,000 apportioned to the CCMF project, which is targeted at use over a 2 year period. Obviously building a sustainable fundraising and business model is a top priority.

Overall Budget Allocation:

Office-related expenses: \$800-\$1,000/month

Staff-related expenses: \$1,000/month

Programming expenses: \$200-\$500/month

Social Enterprise Ideas

The CCMF is currently exploring a variety of business models to ensure long-term sustainability:

1. ***The Incubator:*** Working with incubators who are looking to invest funds in businesses that hire youth in a variety of entry-level settings. We have some good advice on how to proceed on this through some preliminary meetings with executives from Toronto incubators.
2. ***The Hub:*** A social enterprise that sees the CCMF work with a for-profit affiliate business that operates a restaurant or entertainment venue that serves to bring funds into the operation while offering a store front and central hub for both educational and entertainment experiences.
3. ***The Clinic:*** Generating revenue by inviting psychological services professionals to offer paid counselling, workshops and other services at the CCMF.
4. ***The Retail Shop:*** Working with other men's issues groups (nonprofits and for-profits) to market and sell a variety of material.

Staff

We imagine a part-time CCMF Executive Director who oversees a team of volunteers. The ideal candidate would have non-profit management and fundraising experience and would initially focus on developing a plan for long-term development and sustainability.

Founder's Club Program

The Founder's Club is a program of recognition, access, and engagement for supporters who contribute a donation of at least \$5,000. There are currently six members of the Founder's Club. Given that the CCMF is still in the process of being founded, CAFE may continue soliciting Founder's Club members until the end of 2014.

The Founder's Club plays a critical role in the creation, sustainability and success of the Canadian Centre for Men and Families. Through financial contributions, consultative support and the facilitation of networking opportunities, the Founder's Club helps us increase our public education, social services, advocacy, research and outreach capabilities on behalf of boys, men, fathers and their families.

The Founder's Club is geared at creating meaningful and productive engagement between our key contributors and the decision makers that will manage the Canadian Centre for Men and Families through unique and intimate experiences and activities.

Founder's Club members enjoy the following:

Deserved Recognition

- Name on a wall plaque on the front door
- Events named in their honour
- Recognition in the Annual Report
- Invitations to introduce speakers at conferences and presentations
- Invitation to annual party to give out rewards/awards annually for most male positive group
- Donor profile on website

Priority Access

- Personal behind the scenes exclusive tours and previews of new facilities, films, or publications
- Invitation to exclusive Founder's Club only events such as dinner receptions with dignitaries
- Priority booking to special events
- Regular Founder's Circle cocktail parties

Unique Engagement

- Personalized service from Canadian Centre for Men and Families staff
- Invitation to donor focus groups, where new programs and campaigns will first be announced, so you can provide feedback before they are launched
- Invitation to a forum for engaging in regular conversation with the Board of Directors on a variety of issues ranging from event suggestions to public policy consultation
- Direct access to setup meetings regularly with key decision makers to discuss projects of interest
- Invitation to special private outings with fellow Founder's Club members

Significant Discounts

- Free admission to all regularly scheduled events
- Discounts to all conferences
- Discounts on merchandise

The CCMF Advancement Director will be responsible for the Founder's Club and for fulfilling the above obligations.

Consultation Sessions

Consultation sessions were held with the following individuals between January - February 2014

Brian Jenkins
Fathers Are Capable Too

Heidi Nabert and Danny Guspie
Fathers Resources International

Dr. James Brown
Author and Educator

Dr. Miles Groth
Campus Men's Centres

Robert Samery
Parental Alienation Canada

Paul Elam and Tara Palmatier
A Voice for Men

Glen Poole
Good Men Project

Cary Lavine and Gary Farb
Men's Division International

Douglas Gosse
Nipissing University

Ricky Shetty
www.daddyblogger.ca

Dan Perrin
Men's Human Rights Ontario

Razlo
Men's Rights Edmonton

Attila Vinczer
Canadian Maltese Charitable Trust

Ryan Dinsmore
Psychotherapist

Paulette McDonald
Leading Women for Shared Parenting

Ali Henderson
Sheena's Place

Yvonne Bergmans
St. Michael's Hospital Suicide Studies Unit

Rick Goodwin
Executive Director, The Men's Project

Scott Heathcote
huMAN Potential

Stanley Chung
Education Officer, Men in Nursing Interest Group (MINIG) of the Registered Nurses
Association of Ontario

Rod Keays
The Well Site Retreat Centre and the Victoria Men's Centre

Michael Brown
PhD Candidate, Social Work, York University

Bob Munro
Masculine Identity & Power Workshop

Vernon Beck
Canada Court Watch

The following questions and themes were addressed with participants

- suggested governance models
- suggested budgeting models, with a focus on long-term sustainability
- experienced with successful social enterprise approaches
- how to navigate the tension between being as inclusive as possible and preserving our unique identity and mandate
- any connections with other groups or individuals who would support the CCMF
- a request for educational and promotional material for use at CCMF
- thoughts on how to manage a shelter for men
- what kind of functions and facilities should we be looking for in our CCMF

The Canadian Centre for Men and Families (CCMF)

Psychological and Social Services Plan

Prepared by: Ryan Dinsmore

Consistent with the mission of the Canadian Centre for Men and Families to provide services and outreach on all aspects of issues related to boys, men and families, the CCMF will offer a range of mental health and social services to meet the needs of the community.

Lifespan, Life Stage Approach

The CCMF will provide services to address issues faced by boys, men and families at all stages of life, including childhood, adolescence, adulthood and old age. While some issues may present throughout the lifecycle, many issues can be isolated to specific life stages or life transitions. The CCMF will work with a diverse range of experts to identify the issues raised during specific stages of life and life transitions to provide services that address the issues relevant to boys, men and families.

- *See **Appendix A** for an early example of a life stage model that may help to inform service delivery at the CCMF.*
- *See **Appendix B** for an example of life transitions faced by boys, men and families across the lifespan.*

Service Delivery

The CCMF will collaborate with professionals to offer services in a range of formats to meet the needs of boys, men and families.

Professionals

To provide appropriate services, the CCMF will collaborate with professionals, including:

- Case managers
- Educators
- Psychologists
- Psychotherapists
- Social Workers
- Tutors

Formats

The CCMF will offer services to:

- Individuals
- Couples
- Families

- Groups

Services

The CCMF will offer a variety of services to address the needs of boys, men and families, including:

- Assessments (psychological, psycho-educational, psycho-vocational, workplace injury, and medical-legal)
- Career counselling
- Case management & referral
- Children's Aid Society reporting issues
- Counselling & psychotherapy
- Guidance counselling
- Legal aid, legal advice and education about the law
- Peer mentoring programs
- Social events
- Social worker support
- Support groups
- Tutoring

Facilities

To offer the range of services necessary to meet the CCMF's mandate, the centre will require the following facilities:

Counselling Room

The CCMF will require at least one room suitable for individual and couples for the purposes of counselling, guidance, case management, peer mentoring, tutoring and other small-scale support services.

Recommended furnishings: comfortable lighting and décor, one small couch or at least two comfortable client chairs, one therapist chair, one small desk.

Boardroom

The CCMF will require one large boardroom suitable for groups for the purposes of meetings, assessments, support groups, and social events.

Recommended furnishings: comfortable lighting and décor, one large board table and chairs, at least 10 foldup chairs (if room is available for group therapy away from the board table).

Reception Area

The CCMF will require a reception area and waiting room for clients and visitors to the centre.

Recommended furnishings: a reception desk and chair, four chairs, one side table, a display case for public resources and reference materials, a community bulletin board.

Funding

Office Rentals

While the CCMF will offer a number of non-profit community services, the centre could seek funding by renting office space to professionals offering for-profit services consistent with the CCMF's mandate.

The CCMF has a number of options for the fees and time schedules for rented office space.

Office rentals could be made available for hourly, weekly, or monthly rentals.

Hourly Rentals

Standard fees for hourly therapy office rentals in Toronto range from \$15 - \$25 per hour.

Recommendations: to organize scheduling, the CCMF could have certain days dedicated to hourly rentals (i.e. Mondays and Tuesdays could be hourly rental days for therapists, social workers, or any special services that are not offered weekly).

Weekly Rentals

Standard fees for half-day therapy office rentals in Toronto range from \$90 - \$230 per month.

Recommendations: to organize scheduling, the CCMF could rent out the room per time period or half day (i.e. for a half day from 9am – 3pm or 3pm – 9pm).

Example: the CCMF could offer daily block rates per week under the following fee structure (or similar fee structure):

- 9:00 am – 12:00 pm: \$50.00 per day
- 12:00 pm – 3:00 pm: \$50. 00 per day
- 3:00 pm – 6:00 pm: \$50.00 per day
- 6:00 pm – 9:00 pm: \$50.00 per day

Monthly Rentals

Standard fees for weekly full-day therapy office rentals in Toronto range from \$130 - \$280 per month.

Recommendations: the CCMF could dedicate certain days to weekly full-day rentals on a month-to-month basis.

Considerations

- Weekly or hourly rentals would ensure a greater variety of services available than offering full-day monthly rentals.
- Offering low cost rental fees may help attract professionals to the centre in the early stages of the centre's development—fees may be raised once the centre is better established.
- Tenants should have their own professional liability insurance.
- Tenants should be properly registered or licensed for their profession.
- Tenants should be responsible for their own file storage and file management.
- Tenants should be responsible for the rental fee even for missed appointments and unused time.

This document is a starting point and should be modified and expanded as necessary.

APPENDIX A

CCMF Support Services Across the Life Span

Life Stage	Issue	Potential Services
Childhood	Academic difficulties	<ul style="list-style-type: none"> • Guidance counselling • Psycho-educational assessments • Tutoring
	Mental health concerns	<ul style="list-style-type: none"> • Psychological assessments • Case management & referral • Counselling & psychotherapy
	Social services issues	<ul style="list-style-type: none"> • Case management & referral • Children's Aid Society reporting • Social worker support
Adolescence	Academic difficulties	<ul style="list-style-type: none"> • Guidance counselling • Psycho-educational assessments • Support groups • Tutoring
	Career concerns	<ul style="list-style-type: none"> • Career counselling • Guidance counselling • Psycho-educational assessments • Psycho-vocational assessments
	Mental health concerns	<ul style="list-style-type: none"> • Psychological assessments • Case management & referral • Counselling & psychotherapy • Support groups
	Sexuality	<ul style="list-style-type: none"> • Counselling & psychotherapy • Education • Support groups
	Social services issues	<ul style="list-style-type: none"> • Case management & referral • Children's Aid Society reporting • Social worker support
	Social support	<ul style="list-style-type: none"> • Support groups • Peer mentoring • Social events
Adulthood	Career concerns	<ul style="list-style-type: none"> • Career counselling • Guidance counselling • Psycho-educational assessments • Psycho-vocational assessments
	Divorce	<ul style="list-style-type: none"> • Case management & referral • Counselling & psychotherapy

		<ul style="list-style-type: none"> • Legal aid • Legal advice • Support groups
	Legal troubles	<ul style="list-style-type: none"> • Case management & referral • Counselling & psychotherapy • Legal aid • Legal advice • Support groups
	Mental health concerns	<ul style="list-style-type: none"> • Case management & referral • Counselling & psychotherapy • Support groups
	Parenting	<ul style="list-style-type: none"> • Counselling & psychotherapy • Peer mentoring • Support groups
	Sexuality	<ul style="list-style-type: none"> • Counselling & psychotherapy • Education • Support groups
	Social services	<ul style="list-style-type: none"> • Case management & referral • Children's Aid Society reporting • Social worker support
	Social support	<ul style="list-style-type: none"> • Support groups • Peer mentoring • Social events
	Workplace injury	<ul style="list-style-type: none"> • Counselling & psychotherapy • Legal aid • Psycho-vocational assessments • Support groups • Workplace injury assessments
Old Age	Career problems	<ul style="list-style-type: none"> • Career counselling • Guidance counselling • Psycho-educational assessments • Psycho-vocational assessments
	Divorce	<ul style="list-style-type: none"> • Case management & referral • Counselling & psychotherapy • Legal aid • Legal advice • Support groups
	Legal troubles	<ul style="list-style-type: none"> • Case management & referral • Counselling & psychotherapy • Legal aid • Legal advice • Support groups
	Mental health concerns	<ul style="list-style-type: none"> • Psychological assessments

		<ul style="list-style-type: none"> • Counselling & psychotherapy • Peer mentoring • Support groups
	Parenting	<ul style="list-style-type: none"> • Counselling & psychotherapy • Peer mentoring • Support groups
	Sexuality	<ul style="list-style-type: none"> • Counselling & psychotherapy • Education • Support groups
	Social services	<ul style="list-style-type: none"> • Case management & referral • Children's Aid Society reporting • Social worker support
	Social support	<ul style="list-style-type: none"> • Support groups • Peer mentoring • Social events
	Workplace injury	<ul style="list-style-type: none"> • Counselling & psychotherapy • Legal aid • Psycho-vocational assessments • Support groups • Workplace injury assessments

APPENDIX B

Life Transitions Across the Lifespan

The following are examples of typical life transitions that may occur over the life span and move men to seek help from the CCMF. Services may be offered to meet the needs of boys, men and families during these life transitions.

Life Stage	Transition
Childhood	<ul style="list-style-type: none">• Death and loss of loved ones• Divorce of parents• Home life to elementary school
Adolescence	<ul style="list-style-type: none">• Death and loss of loved ones• Divorce of parents• Elementary school to high school• Financial stress• High school to university or college• Injury (workplace or other)• Job loss• Legal concerns
Adulthood	<ul style="list-style-type: none">• Becoming a parent• Custody issues• Death and loss of loved ones• Divorce• Financial stress• Injury (workplace or other)• Job loss• Marriage
Old Age	<ul style="list-style-type: none">• Ageing• Custody issues• Death and loss of loved ones• Divorce• Financial stress• Injury (workplace or other)• Job loss• Marriage