

NEWSLETTER

A welcome note

We're excited to connect with you through this month's newsletter. This is a special edition, and we are sharing this edition with a broader audience that includes our associates, consultants, trainers and community of interest. As an organization dedicated to building community and organizational capacity via meaningful partnerships, we believe that significant change occurs when people come together with purpose, passion, and a deep commitment to equity, inclusiveness, and collaboration.

This special edition of our newsletter highlights how we continue to support and strengthen communities through impactful initiatives and collaborative partnerships across Ontario and beyond. From building capacity in underrepresented groups to assisting Indigenous and newcomer communities through a variety of projects, BMG is committed to play positive roles through various initiatives, including the launch of BMG Training Institute and Good Governance for Good Causes.

BMG Training Institute offers a variety of courses, including leadership training, that empower individuals and transform workplaces; our work is based on the concept that inclusive growth benefits everyone.

In this edition, we are pleased to highlight:

- BMG First Nations Services Prevention Framework/Model
- Training programs aimed at improving leadership and workforce skills
- Initiatives that enable newcomers to flourish and contribute

Thank you for taking part in this journey. Whether you're a consultant providing expertise, a trainer developing skills, or a community partner amplifying voices, your contributions are what make our mission a reality.

Together, we are doing more than just providing services; we are also developing better, more inclusive communities.

With thanks and determination,

David

A Model for the development of First Nations Prevention Services

An overarching approach to the development of holistic prevention, early intervention services and supports in First Nation Communities rooted in Indigenous Ways of Knowing Being

BMG Indigenous Services team works alongside First Nation communities to enhance the well-being of children, youth, young adults and families. Our approach includes building resilience, hope and optimism, while addressing systemic inequalities and ensuring First Nations exert control over child and family services prevention, early intervention and support programs and services.



We have developed a Prevention Framework Approach that allows:

- First Nations determining the prevention, early intervention and support services needed, based on their community's unique needs, circumstances and lived realities.
- Approaches to prevention programming that utilizes a trauma-informed and holistic approach to life promotion, healthy child development, and preservation of families within the principles of First Nations autonomy, jurisdiction and authority.
- Services and programs are designed within a broad community consultation process and developed through culturally appropriate, community-led initiatives that prioritize prevention and early intervention. This includes building resilience, hope, and optimism, while also addressing systemic inequalities. and ensuring First Nations have control over their own child and family services.

Our Prevention Framework/Model includes

- The integration of empirical research, practice theories, lived and living experience, conducting needs assessments, developing a community vision, and a collaborative and integrated holistic model of prevention services.
- An inclusive community engagement approach giving rise to the development of a vision for the community, and an integrated community service planning and design process.
- A service model that is based on the strengths, resilience and includes the voices of and participation with families at all points in the service delivery
- Implementation and on-going evaluation of the programs and services developed/Staff recruitment and Training

"BMG Indigenous Services team is dedicated to the wellness of children, families and communities through the promotion of and access to first-line preventive services that aim to provide a safe and healthy environment that contributes to the physical, emotional, mental, and spiritual well-being of community members"

Marion Roberts and David Barnes, co-founders BMG Indigenous Services

BMG Training Institute

History: Founded in 2022, the BMG Training Institute was born out of a desire to share the lifetimes of experience that BMG Consultants had developed over the course of their career.

Mission: Provide high-quality, interactive and experiential training that uses real-world experience to put the human touch back into training.

Values: Our training is based around the sharing of knowledge within and across sectors, respecting and encouraging the fact that accepting our differences makes for stronger teams and better collaborations.

BMG aims to offer a comprehensive solution to enhance your organizational capabilities. Through a threefold approach encompassing specialized training, learning facilitated by our training institute, and recruitment services, we endeavour to empower your team for sustained success.

BMG provides ongoing learning opportunities for your team. From leadership development to specialized skill enhancement courses, our institute ensures continuous professional growth. BMG offers diverse training programs, from organizational capacity building to clinical training, designed to ignite growth and foster excellence in various professional domains. The following list includes our main training categories;

MULTI-LEVEL LEADERSHIP DEVELOPMENT

This leadership development course is designed to identify, build and develop the tools to become a great leader. It culminates in a special 5 part course to put your new skills to the test and discover your purpose and passion to be the kind of leader your organization needs.



ORGANIZATIONAL CAPACITY BUILDING

This course improves leadership, management, and frontline staff skills by promoting thoughtful decision-making and a culture of continuous improvement and learning.



HUMAN SERVICES AND PROFESSIONAL DEVELOPMENT

This course helps Managers, Junior Managers, and Admin Staff foster a positive work environment by teaching them to lead with their strengths and balance their work and personal lives for success.



EQUITY, DIVERSITY, INCLUSION AND BELONGING

Our trainers simplify complex EDI-B concepts, starting with anti-racism fundamentals, to help your staff build and lead a positive, anti-racist organization.



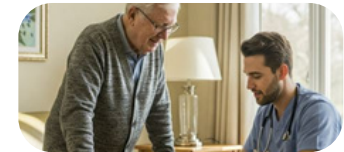
INDIGENOUS CULTURAL TRAINING FOR NON-INDIGENOUS ORGANIZATIONS

Our trainers help your staff, serving First Nation, Inuit, and Métis people, grasp complex EDI-B concepts from anti-racism basics to build and lead a positive, anti-racist organization.



CONNECTING WITH CARE

This training is to enhance caregivers' ability to apply emotional intelligence in care services. It aims to equip caregivers with the necessary skills to improve their interactions with those they care for, fostering a more compassionate and understanding environment.



DEVELOPING THE LEADERSHIP ABILITIES OF YOUR KEY STAFF

This course takes the key staff members you identify, from managers to executives and teaches them the skills, techniques and approaches that will earn them loyalty and admiration from their staff.



PLEASE SCAN THE QR CODE TO LEARN MORE

Please visit our BMG Training Institute website to learn more, and if you have any specific questions, please email us at info@bmgtraininginstitute.com.

www.bmgtraininginstitute.com



Good Governance and Good Causes, an Introduction

Driving good governance by integrating the heart, mind and spirit into decision-making for non-profit organizations

Good Governance for Good Causes offers a ground-breaking governance curriculum for current, new, and aspiring members of non-profit organizations, CEO's, and individuals who want to be on boards in support of diverse representation.



Powered by
BARNES MANAGEMENT GROUP

We have a multi-disciplinary team of non-profit board members and alumni with deep personal knowledge and passion about governance. We are always listening, learning, and actively improving our own knowledge and training methods. We believe in building collaborative, creative, and high-performance boards. We aim to set a new standard for leadership and support diverse representation within organizations. Our mission is to provide a ground-breaking governance curriculum for current, new, and aspiring members of non-profit organizations, CEOs, and individuals.

The ten courses of the Good Governance for Good Causes program are designed to span over a period of five months, providing participants with a comprehensive and immersive learning experience. This approach ensures that participants have the opportunity to absorb and integrate the knowledge and skills gained from each module, fostering a gradual and meaningful progression in their governance and leadership journey.

Modules

- Module 1: Healthy Board & CEO Relationships
- Module 2: Board Membership – Roles & Responsibilities
- Module 3: Inner Work of Leaders
- Module 4: Diversity of Thought
- Module 5: Ethical Leadership & Servant Leadership
- Module 6: Emotional Wisdom
- Module 7: Intra/Inter/Cross Sectoral Collaboration
- Module 8: Non profit Governance & Advocacy
- Module 9: Big Data, AI & Internet of Everything for NP's
- Module 10: Simulation

Want to learn more?

Please visit our Good Governance for Good Causes website to learn more, and if you have any specific questions, please email us at info@good-governance.ca

Meet our
leadership
team



www.good-governance.ca

Success Stories

I recently had the opportunity to participate in a pilot program for the Good Governance for Good Causes course offered by the Barnes Management Group. As part of a small group of leaders and board members for non-profit organizations, I found the course truly transformative.

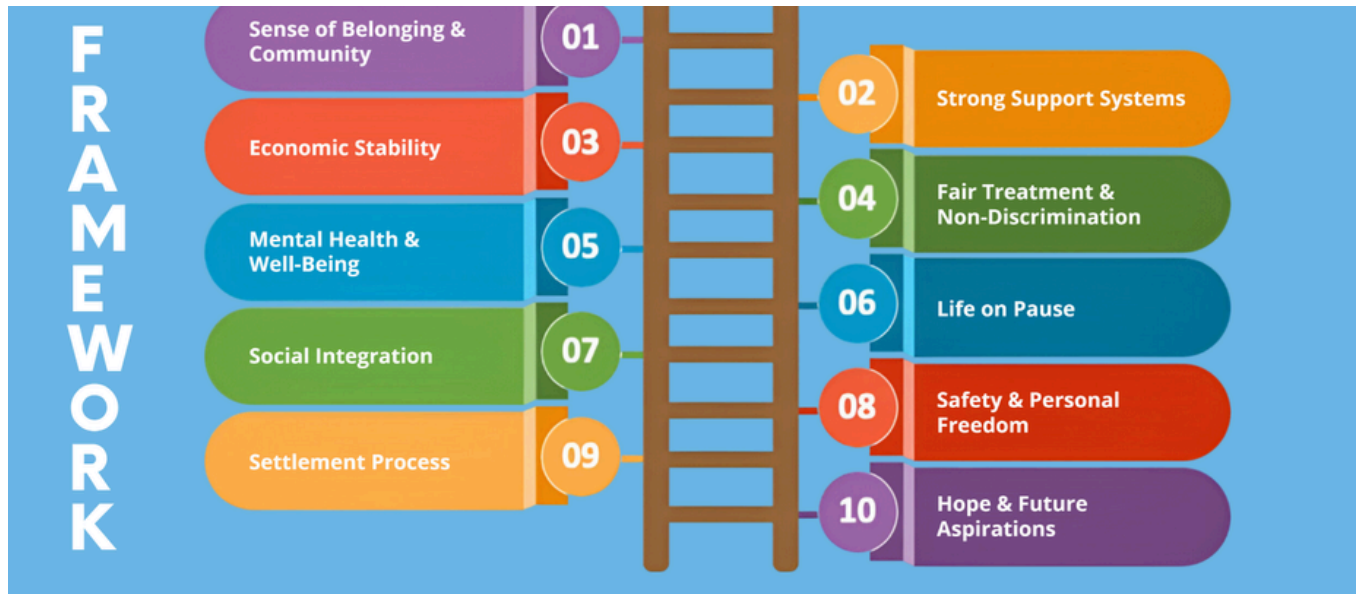
Cléo Charlebois, Executive Director
North Eastern Ontario Family and
Children's Services

A thought-provoking and reflective journey into strengthening and advancing one's governance skills and outlook. The information and knowledge shared were comprehensive and rich with an interactive learning experience that challenged traditional mental models and fostered not only professional but personal growth.

Joel McCartney
Ex Director, Cochrane Temiskaming
Resource Centre

Partnership with The University of Wilfrid Laurier

BMG believes that corporate social responsibility means collaborating to build caring communities for the future, and CRBBT (Canadians and Refugees Building Bridges Together) is a prime example of this humanitarian engagement. BMG just completed a research study with the Wilfrid Laurier University, and we are glad to share the information from the research study. The purpose of this study was to determine the effects on the well-being and capacity to thrive of refugees in Canada of the high level of social support that offered by CRBBT Canadians and refugees building bridges together.



Sense of Belonging & Community

- Feeling welcomed and valued
- Importance of personal connections



- Inclusive gestures (eg. multilingual signs)
- Informal networks (eg. WhatsApp groups)

Strong Support Systems



- Sponsors and mentors guide refugees
- Peer support offers shared understanding

Economic Stability



- Access to stable jobs is essential
- Rising living costs make housing/basics harder to afford

Fair Treatment & Non-Discrimination

- Respect and inclusion reduce barriers to integration
- Discrimination in workplaces still affects many newcomers

Mental Health & Well-Being



- Trauma and uncertainty leave deep emotional scars
- Access to mental health support is crucial

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