



YOU CAN BE
PART OF THE
SOLUTION



**WE BELIEVE EVERY CHILD
CAN BE A SUCCESS STORY.**

TABLE OF CONTENTS

○ Canopy Children's Solutions	03
○ Message from CEO John D. Damon, Ph.D.	04
○ Our Core Values	05
○ Statewide Solutions	07
○ A Great Place to Work	09
○ Employee Benefits	10
○ Career Paths	11
○ Internships	12
○ Get Involved	13
○ State Solutions Descriptions	14

CANOPY CHILDREN'S SOLUTIONS



Founded in 1912, Canopy Children's Solutions (Canopy) has served the children and families of Mississippi for over 110 years. Canopy's mission is to help children thrive and families overcome extraordinary challenges by providing a continuum of behavioral health, educational and social service solutions. Canopy is one of Mississippi's oldest and largest nonprofits providing children with innovative solutions for autism, behavioral and mental health, family support, therapeutic foster care and more.



WE ARE EXCITED YOU ARE INTERESTED IN LEARNING MORE ABOUT CANOPY AND OUR MISSION.

Our commitment to helping children thrive and families overcome extraordinary challenges begins by providing a pathway to hope for all. Canopy's leadership team is committed to a smart and healthy work culture. This means minimal politics, practicing healthy conflict and a commitment to drive for clarity in all aspects of our work. The outcomes of this pledge include lower turnover, higher morale and higher productivity.

Canopy employs a diverse group of mission-driven employees committed to honoring the voice of Mississippi children and families. Being an integral part of the Canopy team involves committing to the core values that drive our organization forward. The heartbeat of our work is selflessly serving a mission greater than ourselves.

We hope you will consider further engaging with Canopy and our mission.



Sincerely,

JOHN D. DAMON, Ph.D.

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Chief Executive Officer
Canopy Children's Solutions

OUR CORE VALUES

CANOPY'S CORE VALUES DRIVE TRANSFORMATIONAL SOLUTIONS

Canopy's core values are the defining principles that keep us on mission and provide clarity so we can drive innovation for children and families in Mississippi and beyond. Being a part of the Canopy team, means committing to the four core values that defines our day-to-day actions and decision-making at every level of the organization.



The **voice** of our children and families always comes first.

The voice of our children and families is the starting place for everything we do. Our family-driven, youth-guided solutions build upon the unique strengths and culture of each family. Canopy commits to a full partnership with those entrusted to our care.

Relationships matter and our differences make us stronger.

Canopy understands the centrality of relationships in our work. We strive to form relationships throughout, within and beyond the organization that will help us create change. Relationships are the building blocks of our success. By embracing the unique differences of the children and families we serve, as well as our team members, we continually grow stronger, become more resilient and build an environment where we all can thrive.

We take great **joy** in service to others.

The heartbeat of our work is selflessly working for a cause greater than ourselves. Finding joy in meeting others' needs allows our team members to move beyond themselves while they serve, encourage and provide hope to children and families.

Our families and our communities deserve our **very best**.

Finally, for over 110 years, we have endeavored to deliver care of the highest quality. Therefore, we have been, and continue to be, at the forefront of emerging best practices and state-of-the-art service delivery. As stewards of over a century of progress, we work very hard at meeting the needs of Mississippians. Nevertheless, we can and must get better – our families and communities deserve it.

STATEWIDE SOLUTIONS

BEHAVIORAL HEALTH SOLUTIONS

- Behavioral Health Clinics
Gulfport | Hattiesburg | Jackson
- CARES Center
Jackson
- Community-based Mental Health and Wraparound Solutions
Statewide
- Early Intervention Autism Clinic
Jackson

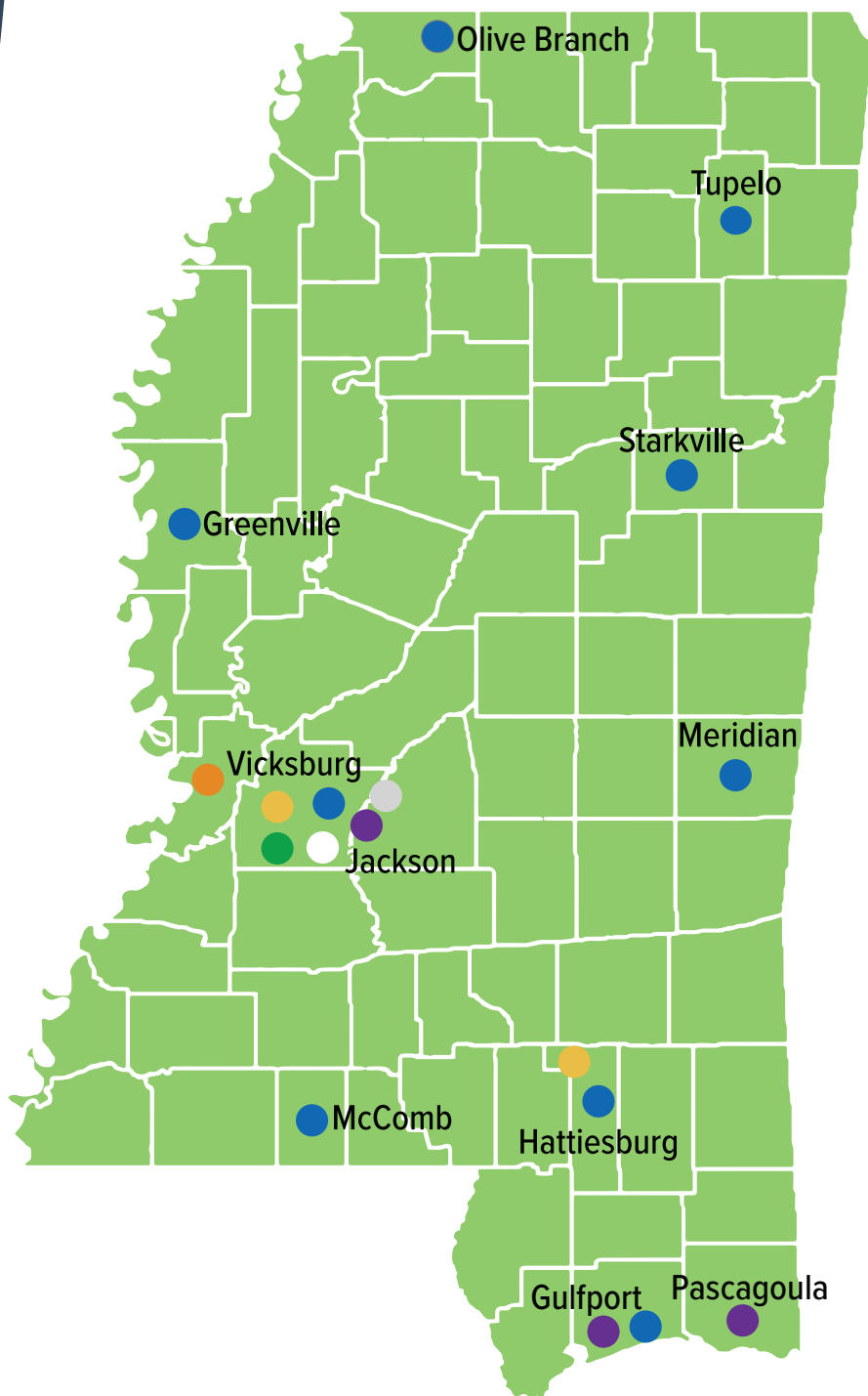
EDUCATIONAL SOLUTIONS

- CARES Schools
Hattiesburg | Jackson
- The Canopy School
Ridgeland

SOCIAL SERVICE SOLUTIONS

Adoption and Maternity Services

- Family Preservation and Reunification Solutions
Statewide
- Family Support Services
Statewide
- South Mississippi Child Advocacy Centers
Gulfport | Pascagoula
- Therapeutic Foster Care
Hattiesburg
- Warren County Children's Shelter
Vicksburg



CANOPY CELEBRATES GREAT PLACE TO WORK® CERTIFICATION

Great Place to Work® is the global authority on workplace culture, employee experience and leadership behaviors proven to deliver market-leading revenue and increased innovation.

“Creating an inclusive, respectful, high-performance culture has always been one of Canopy’s top priorities. The foundation of Canopy being a great workplace is rooted in a culture of trust and engagement. It is about intentionally creating a safe psychological space where everyone is celebrated and valued for the unique talent they bring to Canopy.”

Taheti Watson, Canopy’s Chief Diversity, Equity and Inclusion Officer.

Great
Place
To
Work.®

Certified

SEP 2021-SEP 2022

USA

TM

WHAT CANOPY EMPLOYEES ARE SAYING

 **83%**

OF EMPLOYEES SAY CANOPY IS A “**GREAT PLACE TO WORK**” COMPARED TO 59% OF EMPLOYEES AT A TYPICAL US-BASED COMPANY

91%

I AM ABLE TO
**TAKE TIME OFF
FROM WORK**

WHEN I THINK IT’S NECESSARY

90%

SAY THEY
FEEL LIKE
THEY MAKE

A DIFFERENCE HERE

91%

WHEN YOU JOIN
THE COMPANY,
YOU ARE MADE

TO FEEL WELCOME

91%

SAY THEY FEEL GOOD
ABOUT THE WAYS WE

CONTRIBUTE TO THE COMMUNITY



CANOPY EMPLOYEE BENEFITS

The physical, financial and emotional wellbeing of you and your family is important to Canopy – that is the reason we offer a comprehensive benefit plan to eligible employees and their families. Canopy's benefits are centered around you, and designed to enhance your overall health and wellness.

OUR BENEFITS INCLUDE BUT ARE NOT LIMITED TO:



Medical, Dental
and Vision
Coverage



Competitive
Personal Time
Off Plan



Retirement
Options
403b



Life
Insurance
Policy



Long Term
Disability
Coverage



Flexible
Spending
Account (FSA)



Employee Assistance and Counseling Services

CAREER PATHS UNDER THE CANOPY

Providing children and families the very best is a priority for Canopy by hiring professional, mission-focused team members. Canopy employees contribute directly to the success of children and families in Mississippi. Being an integral part of the Canopy team involves committing to the core values that drive our organization forward. The heartbeat of our work is selflessly serving a mission greater than ourselves: helping children thrive and families overcome extraordinary challenges.

Our workforce is a diverse team that includes many specialties and certifications. Canopy also offers career opportunities for individuals that are interested in a variety of careers:

ADMINISTRATIVE

- Accounting and Finance
- Development and Fundraising
- Health Information Management
- Human Resources
- Legal and Compliance
- Marketing and Communications
- Quality Management
- Training and Organizational Development

CLINICAL

- Applied Behavior Analyst
- Certified Mental Health
- Family Advocacy
- Nursing
- Nurse Practitioner
- Peer Support
- Psychiatry
- Registered Behavior Technician
- Social Work
- Teaching
- Therapist

CANOPY IS AN EQUAL OPPORTUNITY EMPLOYER

Canopy believes all people are entitled to Equal Employment Opportunities. As such, we follow state and federal laws prohibiting discrimination in hiring and employment. We do not discriminate against employees or applicants on the basis of race, color, religion, national origin, gender, age, disability, genetic information, veteran status or any other characteristic protected by state or federal law.

INTERNSHIPS

Canopy offers college students the opportunity to garner hands-on experience through our internship program. Canopy's internships are offered in the spring, summer and fall semesters. Internships are available in a number of career choices including:

- Accounting
- Administrative Support
- Applied Behavior Analysis
- Counseling
- Development and Fundraising
- Diversity, Equity and Inclusion
- Human Resources
- Legal and Compliance
- Marketing and Communications
- Social Work

Our internships are posted the semester ahead of the expected internship semester. Interns are required to be currently enrolled in an undergraduate or graduate level program with an accredited academic institution. Interns will be required to participate in orientation prior to beginning.

Pre-employment screenings must be completed.



GET INVOLVED

Canopy offers a number of opportunities for community members to become involved with our mission. Whether volunteering in one of our locations or providing a helping hand with our special events, we welcome volunteers who are passionate about working with children and serving their community.



The impact volunteers have on Canopy children is invaluable.



The more positive interactions our children experience, the more joy is brought into their lives. We deeply appreciate all of our volunteers and their efforts. Volunteer opportunities vary in time requirements and length commitments.



To learn more, visit mycanopy.org/volunteer.

Yolanda Wooten, BSW, M.Ed
LINK Statewide Coordinator

“I was once told, those who bring sunshine to the lives of others cannot keep it for themselves. **Canopy has authorized my sunshine and it's my purpose to sprinkle it on the families we serve, the community and my Canopy family.**”

STATEWIDE SOLUTIONS

- **Canopy's Behavioral Health Clinics** offer a wide range of solutions for children and families including behavioral health evaluations, individual and family therapy, crisis management, medication management and psychiatric services
- **Canopy's CARES Center** is a psychiatric residential treatment center for children and adolescents ages 6 to 17 with severe emotional and/or behavioral challenges
- **Canopy's CARES Schools** are fully-accredited private, non-public, special purpose schools designed to meet the educational and behavioral needs of children whose behavior prohibits them from succeeding in a traditional classroom setting
- **Canopy's Early Intervention Autism Clinic** provides early intervention autism therapy for children 18 months to 8 years old
- **Canopy's in-CIRCLE** is a comprehensive home and community-based family preservation, reunification and support solution for children and families
- **Canopy's LINK** solution connects families with state, local and federal community resources to help prevent families from ending up in situations that lead to childhood trauma. LINK also provides community education classes on parenting skills, teen pregnancy prevention, substance abuse, child development, domestic violence prevention, mental health, suicide and child abuse/neglect awareness
- **Canopy's Mississippi Youth Programs Around the Clock (MYPAC) and Wraparound** solution is an intensive in-home and community-based mental health and wraparound solution that provides parents with an alternative treatment plan to psychiatric residential treatment services for youth with serious emotional challenges, mental health, suicide and child abuse/neglect awareness
- **Canopy's South Mississippi Child Advocacy Center (SMCAC)** provides forensic interviews and healing solutions for children involved in allegations of physical or sexual abuse, neglect or who may have witnessed a violent crime
- **The Canopy School** is a nonprofit, fully-accredited school that empowers the diverse abilities of children through an individualized approach to education in a supportive, innovative and transformative environment
- **Canopy's Therapeutic Foster Care (TFC)** is a home-based foster care solution for children with special emotional, behavioral and medical needs environment
- **Canopy's Warren County Children's Shelter (WCCS)** is an emergency shelter providing diagnostic/evaluation services for abused, neglected, runaway, and homeless children and youth



**SCAN FOR CAREER
OPPORTUNITIES**

LET'S CONNECT

mycanopy.org

