



# Annual Report 2021-2022

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# VISION, MISSION, GUIDING PRINCIPLES

## Vision

- A leader in building connected communities, fostering healthy relationships and resilience in people.

## Mission

- A responsive, equitable, caring organization offering counselling and outreach support for all to achieve improved well-being and community connections.

## Guiding Principles

We believe in family in all its diversity - as the smallest democracy at the heart of society (United Nations Year of the Family, 1994). We recognize family as consisting of the traditional nuclear family (2 parents and children), extended family, blended or re-combined family, childless family, sole-parent family, common-law marriage or cohabitating partners, same sex partners. As an agency we are committed to be a resource to families.

- We recognize that although people have common life needs, each person and family has unique needs. The agency will respond in a manner that recognizes that individuality.
- The development and the maintenance of personal relationships are important for individual well-being and our efforts will recognize and support this.
- We will encourage and support self-determination by honouring and respecting the family, couple, and individual's values, dignity and their ability and readiness to explore options, achieve their goals and exercise choices.
- All of our efforts and activities will promote dignity and respect for individuals.
- We support cooperative partnerships with other agencies, communities and government and will encourage purposeful working relationships.
- We recognize the diversity of the community in which we live and consequently we value the diversity of the individuals and families within our community and are responsive to those needs.

# VALUES & STRATEGIC OBJECTIVES

## Values

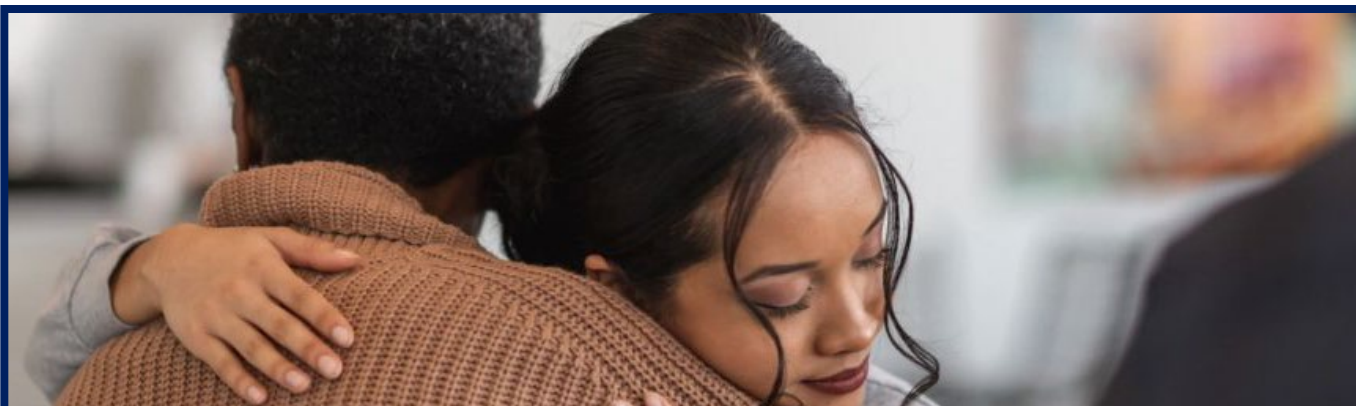


## Strategic Objectives 2021-2025

- Value and Invest in an Inclusive, Diverse & Engaged Work Culture
- Grow & Develop Responsive Programs & Services to Improve Well-Being
- Strengthen Organizational & Community Infrastructure
- Exemplary Financial Health



# PROGRAMS



## Individual, Couple & Family Therapy Program (ICF):

Delivered in English, Chinese (Mandarin & Cantonese), Farsi, Hindi, Punjabi, Spanish, Tamil and Urdu.

- Children's Mental Health - Children, Youth & Family Counselling
- Counselling for Women and Children Exposed to Domestic Violence
- Employee Assistance Counselling
- Individual & Couple Counselling (Adult Mental Health)
- Online, Telephone & Video Counselling
- Single Session Consultation/Therapy
- Victim Quick Response Counselling
- York Rainbow Support Counselling (2SLGBTQ+)

## Group Counselling Services:

- 2SLGBTQ+ Support Groups
  - Youth and Adults
- Children's Mental Health
  - Emotion Regulation 0-17
- Cultural Outreach and Language Specific Groups
- Emotion Regulation for Adults
- Parenting Support Groups
- Self-Esteem/Mindfulness
- Triple P (Positive Parenting Program)

## Community Cultural Support Services:

- Language Specific Counselling
- Parent Ambassador Program
- Triple P (Counselling & Group Services)
- Women's Support Groups

## Families & Schools Together Program (F&ST):

- FASTWORKS

## Court Mandated Counselling Services:

- Direct Accountability Program (DAP)

## Youth Justice Programs:

- Anger Management/Violence
- Attendance Centre (AC)
- Extrajudicial Sanctions Program (EJS)
- Healthy Intimacy for Adolescents (HIFA)
- Restorative Justice

## Clinical Placement Program

## York Rainbow Support:

- Counselling & Support Groups
- Training, Consultation, Capacity Building



# REPORT FROM THE CEO & CHAIR

## Report From the Chief Executive Officer:

We have had another exceptional year thanks to the heart and soul of our organization, our people, and the culture created through the individual contributions of each member of the FSyr Team. While the demand on our services has never been greater, we have done everything possible to maximize our potential and to ensure the highest quality of service, from the time clients enter our doors to the end of their service.



Our client satisfaction data revealed that 88% of clients found that “accessing service was easy and straightforward.” We have averaged over 25 service applications per week, opened 1400 cases and enrolled approximately 2000 clients while collecting data on a caseload that averages 900 clients per month. In addition, we fundraised \$260k in counselling fees, with the majority of dollars going to expanding our programs and services. This is a testament to our operations teams, comprised of Admin, Service Entry, Data Collection, Human Resources and Finance, all of whom continually strengthen the backbone of our organization.

On the service delivery side of things, our most recent outcome data showed that 82% of clients reached their service targets, demonstrating that clients are not at risk and show reliable improvement not attributable to chance, maturation, or measurement error. 77% of clients achieved a high level of improvement, meaning that clients are above the clinical cut off or have achieved a positive change demonstrating significant symptom improvement. Our client satisfaction surveys continue to demonstrate that 90% of clients report that their overall sense of well-being has improved, as they have developed the skills and strategies that help them cope with the situation that brought them in for counselling.

These results are remarkable as the degree of difficulty this past year was heightened for us, as not only did we continue to navigate the pandemic, but the year was further dominated by our preparation and self-study for Accreditation through the Canadian Centre for Accreditation. This comprehensive and laborious process included reviewing all of our policies, procedures and services, ensuring that all of the I’s are dotted and T’s are crossed. Thanks to the incredibly stringent and detailed work of our leads on Accreditation, including Sarah Tanel, Mariana Benitez, Stephanie McKellar and Adelle Volpone, along with the concerted efforts of our entire FSyr team, we achieved 100% on both Mandatory Standards and more remarkably, 100% on Leading Practice Standards.

As a “Feedback Informed” organization, we monitor our team culture through the Guarding Minds at Work Survey, that measures our culture, staff engagement and most importantly the health and psychological safety of our staff. Given the challenges of COVID-19, working from

home and the additional pressure of Accreditation, we were concerned as to how our staff were managing. The survey results for the past year were exceptional, as 100% of staff reported being motivated to do their job well, feeling engaged and connected to their work, their co-workers and their organization; 97% of staff reported an organizational culture characterized by the shared values of trust, honesty and fairness and 100% reported clear and effective leadership and support, such that employees know what they need to do and have confidence in their leaders. These results speak to a strong team and peer culture, supported by a management team that goes above and beyond every single day, when it comes to nurturing, encouraging, coaching, and supporting each other.

I am grateful that I am part of a team that works with passion, are diligent in maintaining the highest service standards and most importantly, laugh a lot, value each other and the work that we do together, my thanks to all in our FSyr community.

Leadership starts at the top and our Board has created the kind of environment that yields these exceptional results. I would like to thank the Board for their ongoing support and creativity in governing our organization and it is my pleasure to pass this report on to our esteemed Chair, Vanessa Aguiar.

### **A Report From the Chair:**

This past year was dominated to some degree by our preparation for Accreditation. While the Accreditation scores of 100% on Mandatory and Leading Practice Standards are truly remarkable, the feedback that we received from the Accreditation reviewers was nothing short of exemplary. In their preliminary report to us, the reviewers described our staff as having a lot of enthusiasm and a “wonderful passion for their calling”, they remarked on our teamwork and stated that the “kindness and respect between staff was resounding” and our staff demonstrated “a lot of pride in their work.” The reviewers reported that at every level of those interviewed, both Board and staff spoke about our diversity and inclusion, identifying areas such as our recruitment and hiring, our community involvement and our diversity trainings, all reflected a comprehensive approach for delivering services that are well focused on the demographics in York Region.

The Accreditors were particularly impressed with our intention to reduce barriers through a variety of creative measures from our multi-lingual service delivery to providing childcare, bus tickets and ensuring that our website is AODA compliant. They also identified that our community relationships and particularly our relationships with the school boards were, in their words, “the most wonderful way to address” and identify community needs and gaps in services. They remarked that our Counselling and Group Standards were exceptional and that our supervisory model was “exemplary”, stating that our investment in staff and the high value that FSyr places on staff feedback, input and ideas is reflected in the high quality of our staff. I am happy to also say that they found our Board to be highly committed to the Governance of FSyr, with the full Board attending the Accreditation interview, even from out of the country and overseas.

One of the highlights for the Board this year was participating in the Indigenous Anti-Oppression Anti-Racism workshops provided to us through a member of the Chippewas of Georgina Island. I know I speak for many of us when I say the learnings were profound and as mentioned earlier, FSyr is committed to doing everything possible within our resources to support First Nations people. I am thrilled to report that FSyr has entered into a formal partnership with the Chippewas of Georgina Island for delivering support and prevention services to the First Nations children, youth and families by making available off-reserve meeting space at our Georgina site, so that the First Nation may deliver child welfare and prevention services to their off-reserve population.

The composition of our Board has changed over the past year. I would like to thank Initha Subramaniam and Priya Khalsa who left the Board earlier this year. Initha continues to support FSyr's efforts in her new role as Vice Principal at YRDSB and Priya is now pursuing a medical degree in Calgary; we are hopeful that Priya will return to the Board when she returns to Ontario. The Board is very pleased to have had Rubaiyat Karim join the Board this year. Rubaiyat has had a long-standing relationship with FSyr through her work in the VAW sector in York Region, as well as her work with United Way Greater Toronto. Rubaiyat has hit the ground running and we are very pleased that she has taken on the role of Treasurer for the upcoming year.

I would like to take this opportunity to thank our Provincial Funders, United Way Greater Toronto, the Region of York and the Ontario Trillium Foundation, who have been nothing less than exemplary in finding ways to help us do the work that our communities need.

There is no doubt that FSyr's success today has been achieved through the dedicated efforts of our volunteers, staff and management under the leadership of our Chief Executive Officer, Elisha Laker. As we embark on a new year, we are confident that FSyr will continue to be an important and key service provider in the Region. Congratulations and thank you all for a job absolutely, wonderfully done.

Respectfully Submitted,



Elisha Laker, Chief Executive Officer, MSW, RSW



Vanessa Aguiar, Chair



# HIGHLIGHTS FROM 2021-22

Another year has passed as we continue to navigate the challenges of the COVID-19 pandemic. As the demand for mental health supports continued to increase, so did the determination and grit of our dedicated and resilient team to deliver superior programs and services virtually. We remained focused on adjusting and pivoting to the changes around us and the shifting needs in our community. Despite the many challenges faced, the shared determination of our Board, Management Team and Staff was remarkable, as we continued to grow and develop responsive services, extend our reach and deepen our impact across York Region. Although it was another year of challenging times, we are grateful to move forward with the ongoing support of our partners, generous donors and reliable funders, and we thank them for continuing to allow us to have a positive impact on our clients and our community. A few notable highlights from 2021-22 include:



Delivered virtual services in **11** different languages to over **4625** clients in York Region.



Booked **7,632** counselling sessions and provided **9,591** direct service hours to clients.



Delivered **50** outreach, parenting and emotional support groups to over **525** participants.



Packaged and hand delivered **1675** care packages containing food, gift cards, activity and essential items to families in need.



Delivered **8** cycles of FAST to **406** participants and **97** families, with **1260** clients participating in the FASTWORKS follow up program.



Had **35,000** visits to our website and **7596** phone calls were answered for people looking to access services.



**3** students/volunteers were involved with FSyr and contributed over **1300** hours to the agency.



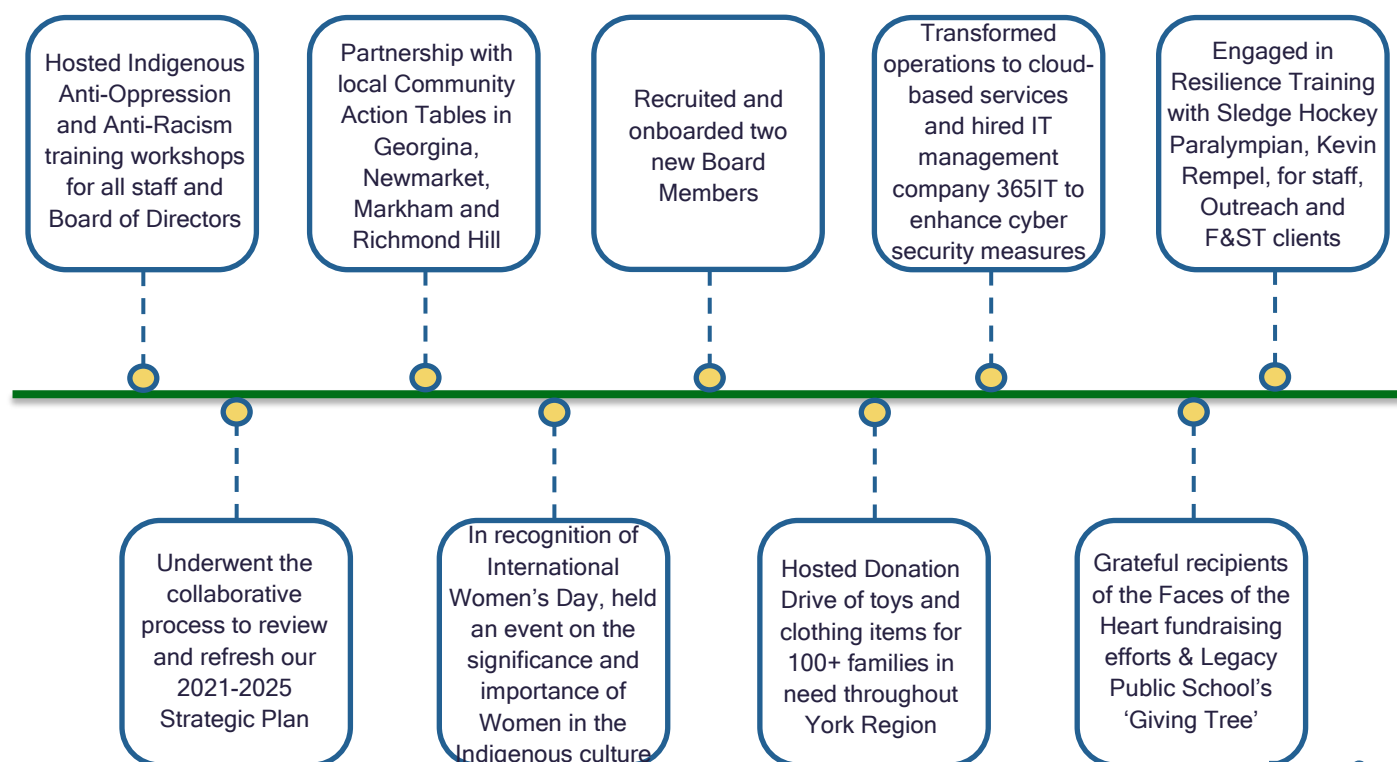
Provided **1657** check-ins and **340+** hours of outreach support (translation, food/housing needs, etc.).



Delivered **21** presentations and workshops on parenting, coping with stress and supporting children's mental health to over **1175** participants.



Completed **973** psycho-social needs assessments with over **1700** hours of direct service to navigate clients to appropriate service.



# CONTINUOUS QUALITY IMPROVEMENT

## FAMILIES & SCHOOLS TOGETHER:

**95%** increased positive social relationships and community connections.

**97%** of children benefitted from a mentoring relationship with a caring adult and/or youth.

**91%** feel more knowledgeable and aware of resources in their community.

**95%** feel more optimistic about their future.

**91%** are better able to cope with stress within their family.

**93%** feel more confident in their parenting skills.

**Overall, 96%  
Satisfaction Rating**



### What Our Clients Like Best About the Program:

“FAST was a good chance for us to have more social contact with other kids and families through this program. Every staff tried best to support us!”

“Opened up the opportunity to learn and discuss about emotions. Meet other families and understand what other families have in mind.”

“Though it was done virtually, it was really engaging overall. We felt included in the community and my child enjoyed her experience.”

“FAST strengthened our family’s relationship and communication. It reminded me that we are not alone.”

## CULTURAL OUTREACH GROUP SERVICES:



**95%** increased their knowledge and confidence in navigating and accessing support and services.

**95%** enhanced their social support and peer networks to reduce social isolation.

**100%** feel better about themselves.

**97%** are better able to cope with problems and stresses in their lives.

**91%** feel that areas of their life have changed in a positive way

**95%** feel more optimistic about their future.

### What Our Clients Like Best About the Program:

“I now have more friends to connect with and am aware of resources available to me.”

“I have confidence now. If I go outside I can handle any situation and now am speaking English good. I am now doing my small business and my writing English is also good now. I know what I am doing and [speaking up for myself] and can handle any situation. I have positive energy thanks to FSyr. Thank you.”

“This group has improved my mental health, I feel involved and look forward to it.”

**Overall, 98%  
Satisfaction  
Rating**

# CONTINUOUS QUALITY IMPROVEMENT

## INDIVIDUAL, COUPLE AND FAMILY COUNSELLING:

95% were satisfied with the counselling received.	<b>Feedback Informed Therapy Outcomes</b> YTD 2021–2022 (Completed Clients Only)	
87% felt their overall sense of well-being improved as a result of counselling.		
82% felt that counselling helped them to develop skills/strategies to cope with their situation better (i.e. communication skills, decision making, coping skills).	<b>% of Clients Reaching Service Target*</b>	<b>% of Clients Achieving High Improvement Rating**</b>
81% were able to make progress towards their goals.		
78% felt better connected to community resources.		
89% felt their experience connecting virtually was excellent or above average.	70.2%	60.1%
<small>*Service Target reflects that clients are not at risk and show reliable improvement (improvement not attributable to chance, maturation and measurement error).  **High Improvement rating means that clients are above the clinical cut off or have achieved a positive change demonstrating significant symptom improvement.</small>		

## What Our Clients Like Best About Our Services:

"I really liked working with my Therapist during my sessions. She helped me overcome so much and I really appreciate it. She made me feel so comfortable and safe and I was able to open up to her during my sessions."

"I am ALIVE in the full meaning of it! I sleep like a baby, having a sweet time with my whole family. I never felt so free of my anxiety before. THANK YOU FSyr Team!"

"This has been a life changing experience for me. I would recommend these services to more people because it can restore their faith in mental health services and remind everyone that there is help out there, and it does not have to cost you an arm and a leg to access. I'm grateful for the privilege to access this resource. Thank you for everything."

"I just really want to thank the team at FSyr and my Counsellor for all of your support throughout the process. I had some challenges coordinating a start date, and I never felt judged during the consultation for the delays. My Counsellor was also extremely helpful in balancing validation, advice and wisdom in a beautiful and inspiring way. I cannot thank you enough."

"Very thankful for understanding my financial situation and keeping the low fee."

"My Counsellor has absolutely been the best Therapist I've ever had. She was kind, patient and non-judgmental. She helped me to understand myself a lot better and helped me to see why I was feeling the way that I do. She gave me some really good coping skills and I truly hope I get to work with her again in the future."

"I appreciated and felt connected with my Counsellor despite not being able to meet face to face, as they were able to speak and operate on my 'wavelength'."

"I would highly recommend anyone looking for therapeutic help in York Region to contact FSyr. Excellent management, excellent intake personnel and of course excellent Therapist."



# STATEMENT OF OPERATIONS

## FAMILY SERVICES YORK REGION STATEMENT OF OPERATIONS FOR THE YEAR ENDED MARCH 31, 2022

	2022	2021
<b>REVENUE</b>		
Ministry of Health Child and Youth Mental Health	\$ 1,472,912	\$ 1,291,912
Ministry of Children, Community and Social Services	1,111,434	1,153,066
United Way Greater Toronto	689,171	828,097
Counselling fees	266,924	186,088
Region of York	208,095	221,620
Other grants and funding (Note 12)	115,625	240,113
Ministry of Health - Covid Funding (Note 13)	97,835	150,200
Ministry of Attorney General	55,000	55,000
Donations and fundraising	5,747	5,302
Other income	0	25,432
	<b>4,022,743</b>	<b>4,156,830</b>
<b>EXPENSES</b>		
Salaries and benefits	3,064,430	3,203,922
Rent, utilities and taxes	272,150	336,920
Program supplies and operations	226,728	150,995
Covid expenses (Note 13)	97,835	150,200
Office and general	94,060	69,379
Telephone	49,265	47,206
Equipment lease and maintenance	33,406	35,073
Staff supervision and development	24,755	16,988
Insurance	22,578	21,034
Bank charges, service fees and interest	25,300	27,718
Office maintenance	13,173	20,525
Travel	11,114	6,758
Dues and fees	9,866	12,766
Bad debts	1,896	8,342
	<b>3,946,556</b>	<b>4,107,826</b>
Excess of revenue over expenses before other items	<b>76,187</b>	<b>49,004</b>
Amortization	(26,305)	(30,678)
Amortization of contributions towards capital assets	<u>7,600</u>	<u>5,826</u>
	<b>(18,705)</b>	<b>(24,852)</b>
<b>EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR</b>	<b>\$ 57,482</b>	<b>\$ 24,152</b>

*The accompanying notes are an integral part of these financial statements.*

# STATEMENT OF FINANCIAL POSITION

**FAMILY SERVICES YORK REGION**  
(Incorporated Under the Laws of Ontario Without Share Capital)  
**STATEMENT OF FINANCIAL POSITION**  
**MARCH 31, 2022**

	2022	2021
<b><u>ASSETS</u></b>		
<b>CURRENT ASSETS</b>		
Cash (Note 3)	\$ 507,592	\$ 385,855
Accounts receivable (Note 4)	107,068	333,451
Prepaid expenses	<u>65,393</u>	<u>61,842</u>
	<b>680,053</b>	<b>781,148</b>
Endowment fund investments (Note 5)	35,251	35,251
Capital assets (Note 6)	<u>109,848</u>	<u>73,988</u>
	<b>\$ 825,152</b>	<b>\$ 890,387</b>
<b><u>LIABILITIES</u></b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable and accrued expenses (Note 7)	\$ 138,018	\$ 231,459
Deferred revenue - Other (Note 8)	357,784	426,000
Deferred revenue - Compass (Note 9)	<u>28,888</u>	<u>44,513</u>
	<b>524,690</b>	<b>701,972</b>
Unamortized contributions towards capital assets (Note 10)	77,873	23,308
Deferred contributions - Endowment fund (Note 11)	<u>35,251</u>	<u>35,251</u>
	<b>637,814</b>	<b>760,531</b>
<b><u>NET ASSETS (NOTE 15)</u></b>		
Invested in capital assets	31,975	50,680
Unrestricted	<u>155,363</u>	<u>79,176</u>
	<b>187,338</b>	<b>129,856</b>
	<b>\$ 825,152</b>	<b>\$ 890,387</b>

Approved on Behalf of the Board,

\_\_\_\_\_  
Vanessa Aguiar, Chair.

\_\_\_\_\_  
Rubaiyat Karim, Treasurer.

*The accompanying notes are an integral part of these financial statements.*



# COMMUNITY COLLABORATION

- 360° Kids
- Abuse Hurts
- Agincourt Community Services
- Ahmadiya Community
- Addiction Services York Region
- AIDS Committee of York Region
- Blue Door Shelter
- Canadian Mental Health Association
- Catholic Community Services of York Region
- Cedar Centre
- Centre Francophone du Grand Toronto
- Chippewas of Georgina Island First Nation
- Centre for Immigrant & Community Services Canada (CICS)
- Children's Mental Health Ontario
- Domestic Violence Court Advisory Committee
- Early ON Child and Family Centre
- Ebenezer United Church
- Faces of the Heart
- Family Service Canada
- Georgina Public Libraries
- Georgina Transit
- Girls Inc.
- Hospice - Richmond Hill
- Human Endeavour
- Humanity First
- Jericho Youth Services
- Jewish Family and Child Services
- John Howard Society of York Region
- Kinark Child and Family Services
- Linking Georgina
- Mackenzie Health
- Markham Stouffville Hospital
- PFLAG York Region
- Probation and Parole
- Project Benjamin
- Rose of Sharon
- Sandgate Women's Shelter
- Social Services Network
- Southlake Regional Health Centre
- Sutton Youth Shelter (Salvation Army)
- Vaughan Community Health Centre
- Victim Services York Region
- Welcome Centres (Markham North, Markham South, Richmond Hill & Vaughan)
- Women's Centre of York Region
- Women's Support Network
- Yellow Brick House
- York Hills Centre for Children Youth and Families
- York PrideFest
- York Region Centre for Community Safety
- York Region Children's Aid Society
- York Region Chinese Mental Health Initiative
- York Region Community and Health Services
- York Region Department of Public Health
- York Region District School Board
- York Catholic District School Board
- York Region Farsi Speaking Social Service Providers Network
- York Region Parks and Recreation
- York Region Planning Collaborative
- York Region Violence Against Women Coordinating Committee
- York Regional Police
- York Support Services Network
- Youth Justice Services

# BOARD OF DIRECTORS



<b>Vanessa Aguiar</b>	Chair Former Vice Chair	Director, Human Resources & Occupational Health & Safety, Lakeridge Health
<b>Bonnie Glover</b>	Member at Large	Retired Teacher, Simcoe County District School Board
<b>Rubaiyat Karim</b>	Member at Large	Registered Social Worker, Professor - School of Community Services, Management/Research/Non-Profit
<b>Debbie Kassirer</b>	Member at Large	Alternative Dispute Resolution Practitioner, Principal of Beyond Conflict
<b>Priya Khalsa</b>	Vice Chair	JD/MSW Faculty of Law Graduate, Medical Student
<b>Ghazaleh Salahi</b>	Member at Large	Brain Injury and Rehabilitation Therapist
<b>Initha Subramaniam</b>	Secretary	Teacher/Liaison & Community Empowerment Advocate, YRDSB
<b>Ira Teich</b>	Treasurer Finance	Author, Marketing Consultant & Nation-Building Development/Strategist
<b>Karen Wang</b>	Member at Large	Adolescent Psychiatrist, Assistant Professor - Psychiatry
<b>John Ellis</b>	Policy & Planning Volunteer	Retired Executive Director, Family Service Ontario

# MANAGEMENT & SUPERVISORS TEAM



**Elisha Laker, MSW, RSW**

Chief Executive Officer

**Mariana Benitez, M. Ed., R.P.**

Director of Clinical Services

**Susan Warren B.A., R.P.**

Director of Inclusivity and Community Development

**Michael Prencipe, B.A.**

Director of Operations

**Adelle Volpone, MSW, RSW - Manager of Clinical Services**

**Kerry Newman, R.P. - Clinical Supervisor**

**Melissa Tawadros, MPsy., R.P. - Clinical Supervisor**

**Reni Hunter - Financial Manager**

**Sarah Tanel, MSW, RSW - HR Coordinator**

**Stephanie McKellar, B.A. - Executive & Senior Management Assistant**

**Varenya Kuhathaas, MSW, RSW - F&ST Program Manager**

**Wendy Milwain - Manager, Data and Compliance**

# STAFF



- Aileen Yu, M.Div, RP
- Aisha Noor Ahmed, MA, MBA
- AJ Luo, BA
- Aleksei Panov, MPsy, RP
- Amarjith Balakrishnan, RP
- Angie Tsianos
- Anna Giacomini
- Awaiz Artani, M.Sc, RP
- Barbara Urman, MSW, RSW
- Carlotta Lau, MSW, RSW
- Cassandra Crawford, MSW, RSW
- Chantal Gray, MSW, RSW
- Cynthia Salazar, B.Sc
- Dalyce Cloes, MSW, RSW
- Darby Crosby, MA, RMFT, RP
- Deepshikha Swaroop, MCA
- Divya Ramaswamy, MA, RP
- Erica Fuentes-Gallo, SSW, RSSW
- Farzaneh Yazdani, PhD, RP
- Janice D'Amore-Cook, BA
- Jennise Fortner, OCT, MSW, RSW
- Jessica Pham, SSW, RSSW
- Julia Johnson, MA, RP
- Kathleen Latimer
- Katie Koruna, MA, RP

- Laila Rehou, SSW, RSSW
- Laura Spence, M.Ed., RP
- Leena Nayyar, MSW, RSW
- Linda Caron, BA
- Liway Coniega, BA
- Mahsa Ghayoumi, MA, RP
- Mariam Malik, MACP, RP(Q)
- Maxwell Denley, MSW, RSW
- Melissa Tolman, MA, RP
- Nazanin Abdollahzadeh, MA, RP
- Nishtiman Mokri
- Poopeh Aravandi
- Priscilla Joshi
- Richard Gomory, MA, RP
- Ruth Xie, MA, RP
- Sandra Moulds
- Sarah Saeed, MA, RP, CCC
- Sarah Simpson, MSW, RSW
- Sharon Romm-Zur, MA (Psych)
- Sudha Coomarasamy, B.Ed., RP
- Vincenza De Maria





# STUDENTS & VOLUNTEERS



Students & Volunteers	Supervisors
Alana Thompson - University of Toronto	Melissa Tawadros, MPsy, RP
Marta Gozdzik - Yorkville University	Richard Gomory, MA, RP
Raymond Lee - Volunteer	Darby Crosby, MA, RMFT, RP



# SINCERE APPRECIATION TO OUR INVESTORS



- Kaptyn Family Endowment Fund
- Ministry of Children, Community and Social Services
- Ministry of Health and Long-Term Care
- Ministry of the Attorney General
- Ontario Trillium Foundation
- Regional Municipality of York
- United Way Greater Toronto

# A HEARTFELT THANK YOU TO OUR DONORS



- Aarohi Patel
- Abuse Hurts
- Cedar Centre
- Cory Davies Memoriam
- Dr. Julia Sen
- Faces of the Heart
- First Books Canada
- Legacy Public School
- Markham Food Bank
- Robin Hood Army Canada
- Rotary Club of Toronto
- Scholastic Canada Ltd
- Steve Medeiros
- St. Padre Pio Church of Kleinberg
- The Gap
- York Regional Police
- York Region Purse Project
- York Region Food Network
- Vaughan Community Health Centre