



Resources for Exceptional Children and Youth - Durham Region

Annual General Meeting Report 2020 - 2021



Advancing an inclusive community for children and youth with exceptional needs and their families.



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A JOINT MESSAGE FROM THE BOARD PRESIDENT & EXECUTIVE DIRECTOR

Resilience or hardiness is the ability to adapt to new circumstances when life presents the unpredictable.

~Salvatore R. Maddi,



Jody Chapman
Board President



Denise Cashley
Executive Director

2020/2021 was a unique and challenging year for Resources for Exceptional Children and Youth – Durham Region, the staff, our families, and community. On March 17, 2020, a state of emergency was declared in Ontario, changing life as we knew it up to that point. While Resources for Exceptional Children and Youth – Durham Region continued to receive funding to deliver services, the year ahead would test the resiliency of the Agency, staff, families, and our community.

RFECY's commitment to maintaining up to date technology enabled staff to quickly deploy to home offices, resulting in no service disruption. Staff navigated the new virtual medium to offer this as an option to support the early learning sector, children, youth, and families.

The Service Planning and Family Support Worker teams remained diligent in connecting with families during the early days of the pandemic. As the year progressed, the staff worked collaboratively with community partners and utilized flexible funding opportunities to provide additional support children, youth, and their families.

The Early Learning Inclusion team utilized the time that the early learning and child care sector was closed to create resources and training to support inclusion when the centres reopened. Training modules were designed to be appropriate for virtual presentations, allowing these to be accessible to community partners across Durham Region during the pandemic. Aligned with our Strategic Directions, the Early Learning Inclusion Team also launched a newsletter and Instagram account to electronically share information with the early learning and child care sector.

During the 20/21 year, the RFECY team also focused on wellness through connection with team members. Regular virtual activities allowed staff to share resources and mutual support which in turn enabled them to share this with our community and family partners.

We are proud of the way the Agency and staff have navigated this unique year. The learnings from our COVID-19 experience will strengthen our service delivery for years to come. Our thanks to the Board and staff for their continued commitment to steward the Agency during this challenging time.



2020 – 2025 STRATEGIC PLAN

Our Mission

Advancing an inclusive community for children and youth with exceptional needs and their families.

Our Values

Inclusion	Individuality	Family	Accountability
We believe that every child/youth has the right to participate fully in their home and community.	We value the uniqueness of each child, youth and family.	We respect the family as being the primary support and decision maker for their child/youth.	We commit to provide a collaborative and flexible service that is responsive and accountable to the child, youth, family and community.

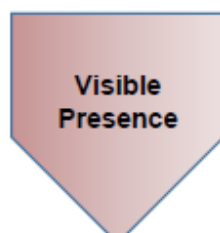


Service Leadership

Seek out growth opportunities that are aligned with our mission, values and strategic areas.

Define and explain our roles as educators and facilitators.

Pursue approval to proceed with a Quality Assurance or an Accreditation process.



Visible Presence

Formalize our brand identity.

Explore sustainable, outcome-based funding / fundraising.

Develop and implement a promotional strategy.



Effective Work Environment

Explore options to address our space needs.

Enhance internal technology / communications infrastructure.



Culture of Excellence

Introduce strategies that develop and sustain high performing teams.

Build awareness and strategies for enhancing equity and inclusion.



INDEPENDENT AUDITOR'S REPORT

To the Board of Directors for Resources for Exceptional Children and Youth – Durham Region:

Opinion

We have audited the financial statements of Resources for Exceptional Children and Youth – Durham Region (RFECY) for the three funding sources of the Regional Municipality of Durham, the Ministry of Children, Community and Social Services, the Ministry of Health, and the Ontario Autism Program (funded through partnership agreements with Grandview Children's Centre and Kinark Child and Family Services) which comprise of the statement of financial position as at December 31, 2020 and March 31, 2021, and the statements of operations, changes in net assets and cash flows for the years then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Resources for Exceptional Children and Youth – Durham Region for the four funding sources of the Regional Municipality of Durham, the Ministry of Children, Community and Social Services, the Ministry of Health, and the Ontario Autism Program (funded through partnership agreements with Grandview Children's Centre and Kinark Child and Family Services) as at December 31, 2020 and March 31, 2021, and the results of its operations and cash flows for the years then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of Resources for Exceptional Children and Youth – Durham Region for the four funding sources of the Regional Municipality of Durham, the Ministry of Children, Community and Social Services, the Ministry of Health, and the Ontario Autism Program (funded through partnership agreements with Grandview Children's Centre and Kinark Child and Family Services) in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing Resources for Exceptional Children and Youth – Durham Region for the four funding sources of the Regional Municipality of Durham, the Ministry of Children, Community and Social Services, the Ministry of Health, and the Ontario Autism Program (funded through partnership agreements with Grandview Children's Centre and Kinark Child and Family Services)'s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate Resources for Exceptional Children and Youth – Durham Region for the four funding sources of the Regional Municipality of Durham, the Ministry of Children, Community and Social Services, the Ministry of Health, and the Ontario Autism Program (funded through partnership agreements with Grandview Children's Centre and Kinark Child and Family Services) or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing Resources for Exceptional Children and Youth – Durham Region for the four funding sources of the Regional Municipality of Durham, the Ministry of Children, Community and Social Services, the Ministry of Health, and the Ontario Autism Program (funded through partnership agreements with Grandview Children's Centre and Kinark Child and Family Services)'s financial reporting process.



Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Resources for Exceptional Children and Youth – Durham Region for the four funding sources of the Regional Municipality of Durham, the Ministry of Children, Community and Social Services, the Ministry of Health, and the Ontario Autism Program (funded through partnership agreements with Grandview Children's Centre and Kinark Child and Family Services)'s internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on Resources for Exceptional Children and Youth – Durham Region for the four funding sources of the Regional Municipality of Durham, the Ministry of Children, Community and Social Services, the Ministry of Health, and the Ontario Autism Program (funded through partnership agreements with Grandview Children's Centre and Kinark Child and Family Services)'s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause Resources for Exceptional Children and Youth – Durham Region for the four funding sources of the Regional Municipality of Durham, the Ministry of Children, Community and Social Services, the Ministry of Health, and the Ontario Autism Program (funded through partnership agreements with Grandview Children's Centre and Kinark Child and Family Services) to cease to continue as a going concern.
- Evaluate the overall presentation, structure, and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Hurren, Sinclair, MacIntyre CPA's LLP

Chartered Professional Accountants

Licensed Public Accountants

April 27, 2021 and July 19, 2021

Ajax, ON



RESOURCES FOR EXCEPTIONAL CHILDREN AND YOUTH - DURHAM REGION

(INCORPORATED WITHOUT SHARE CAPITAL UNDER THE LAWS OF THE PROVINCE OF ONTARIO)

**SUMMARY STATEMENT OF OPERATIONS
PROGRAMS FUNDED BY THE REGIONAL MUNICIPALITY OF DURHAM
FOR THE YEAR ENDING DECEMBER 31, 2020**

REVENUE:

Regional Municipality of Durham:

Special Needs Resourcing programs:

Annual funding	\$ 2,521,268
General Operating program funding	299,567
Pay equity funding	38,039
Invested in net capital assets	(3,579)
One-Time DCYPN Stipends	4,707
Property tax rebate	4,534
Interest earned	35,286
	<hr/>
	\$2,895,115

EXPENDITURES:

Salaries, benefits & Enhanced Staffing (purchase of service)	\$ 2,511,486
Other expenses	365,881
	<hr/>
	\$ 2,877,367
	<hr/>
EXCESS OF REVENUE OVER EXPENDITURES:	\$ 17,748

Full statements are available upon request



RESOURCES FOR EXCEPTIONAL CHILDREN AND YOUTH - DURHAM REGION

(INCORPORATED WITHOUT SHARE CAPITAL UNDER THE LAWS OF THE PROVINCE OF ONTARIO)

SUMMARY STATEMENT OF OPERATIONS

PROGRAMS FUNDED BY THE PROVINCE OF ONTARIO

FOR THE YEAR ENDING MARCH 31, 2021

REVENUE:

Ministry of Children, Community and Social Services / Ministry of Health

Children and Youth Mental Health funds:

Family Capacity Building and Support	\$ 195,602
Coordinated Access and Intake	14,500
Intensive Treatment Services	182,547
Case Management and Service Coordination	14,500
Targeted Prevention	45,500
Kinark Emergency COVID-19 Funding	44,722
	<hr/>
	\$ 497,371

C.S.N. Community Enhancement

C&FI Operating Non-residential	80,000
In / Out of Home Respite	475,020
Service Planning Coordinators	20,000
Special Services at Home (S.S.A.H.) & Enhanced Respite	481,587
One-time capital & other funds	34,726
	5,320
	<hr/>
	\$ 1,096,653

EXPENDITURES:

Children and Youth Mental Health funds:

Family Capacity Building and Support	\$ 194,270
Coordinated Access and Intake	14,508
Intensive Treatment Services	182,528
Case Management and Service Coordination	14,508
Targeted Prevention	29,442
Kinark Emergency COVID-19 Funding	44,722
	<hr/>
	\$ 479,978

C.S.N. Community Enhancement

C&FI Operating Non-residential	77,289
In / Out of Home Respite	475,014
Service Planning Coordinators	19,407
Special Services at Home (S.S.A.H.) & Enhanced Respite	481,588
Purchase of Capital Assets	40,212
	17,021
	<hr/>
	\$ 1,110,531

EXCESS OF EXPENDITURES OVER REVENUE:

\$ 3,515



RESOURCES FOR EXCEPTIONAL CHILDREN AND YOUTH - DURHAM REGION

(INCORPORATED WITHOUT SHARE CAPITAL UNDER THE LAWS OF THE PROVINCE OF ONTARIO)

**SUMMARY STATEMENT OF OPERATIONS
ONTARIO AUTISM PROGRAMS FUNDED THRU OTHER AGENCIES
FOR THE YEAR ENDING MARCH 31, 2021**

REVENUE:

Grandview Children's Centre

Annual funding	\$ 112,879
One-Time Fiscal funds	-
	<hr/>
	\$ 112,879

Kinark Child and Family Services

Annual funding	\$ 271,728
Allocated to the purchase of capital assets	(2,077)
	<hr/>
	\$ 269,651

EXPENDITURES:

Grandview Children's Centre

Salaries and benefits	110,504
Other service costs	575
Allocated central administration	1,800
	<hr/>
	112,879

Kinark Child and Family Services

Salaries and benefits	242,344
Other service costs	4,463
Allocated central administration	22,845
	<hr/>
	276,209
	<hr/>
	\$ 269,652

EXCESS OF EXPENDITURES OVER REVENUE:

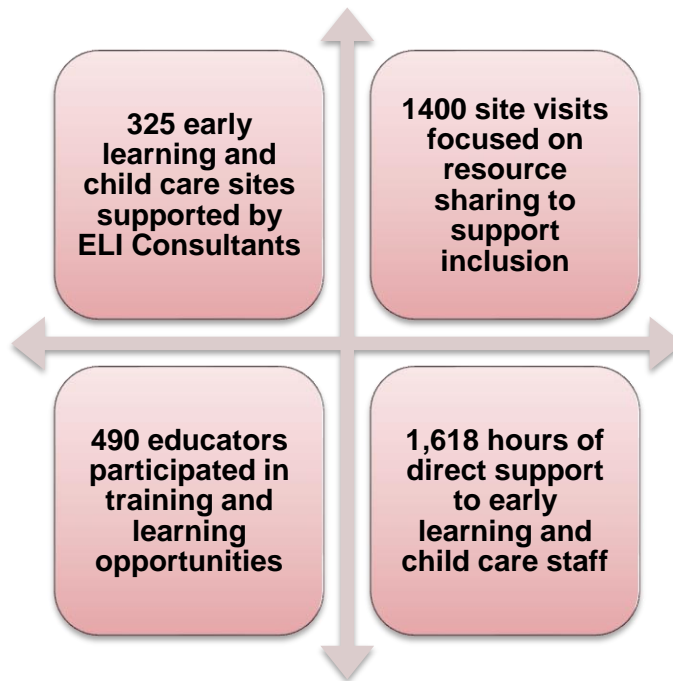
\$ (1)



SPECIAL NEEDS RESOURCING SUPPORTS

Early Learning Inclusion (ELI) Program

The Early Learning Inclusion program is offered through funding provided by the Region of Durham Children's Services Division through funding provided in part by the Ministry of Education. Early Learning Inclusion (ELI) Consultants provide support to licensed child care, licensed home child care, approved recreation programs, and EarlyON programs. ELI Consultants collaborate with the staff of the early learning and child care programs to identify opportunities for the inclusion of all children. Leveraging the strengths of the early learning program, ELI Consultants provide resources, training, and hands-on support as required.



Due to the COVID-19 pandemic, the ELI team sought innovative service approaches to support the early learning community. ELI Consultants and early learning educators worked together to implement creative ways to provide and receive support without the ELI being on site. Virtual and phone consultation became the main way of providing consultation services with a continued focus on providing collaborative, flexible, and responsive service.

Education and training continue to be key service offerings to centres and the community. ELI Consultants utilized the time during the closures to enhance their skills and knowledge in the area of online learning. ELI Consultants participated in their own virtual learning and utilized the knowledge gained to adapt pre-existing workshops and develop new workshops to be provided virtually to the early learning community. This allowed ELI staff to continue to provide quality training opportunities for early learning and child care staff during this unique time.

Although it was a year different than previous ones, we continued to grow and connect as an early learning community. We thank the early learning and child care staff and our community partners for their dedication in providing inclusive early learning environments.

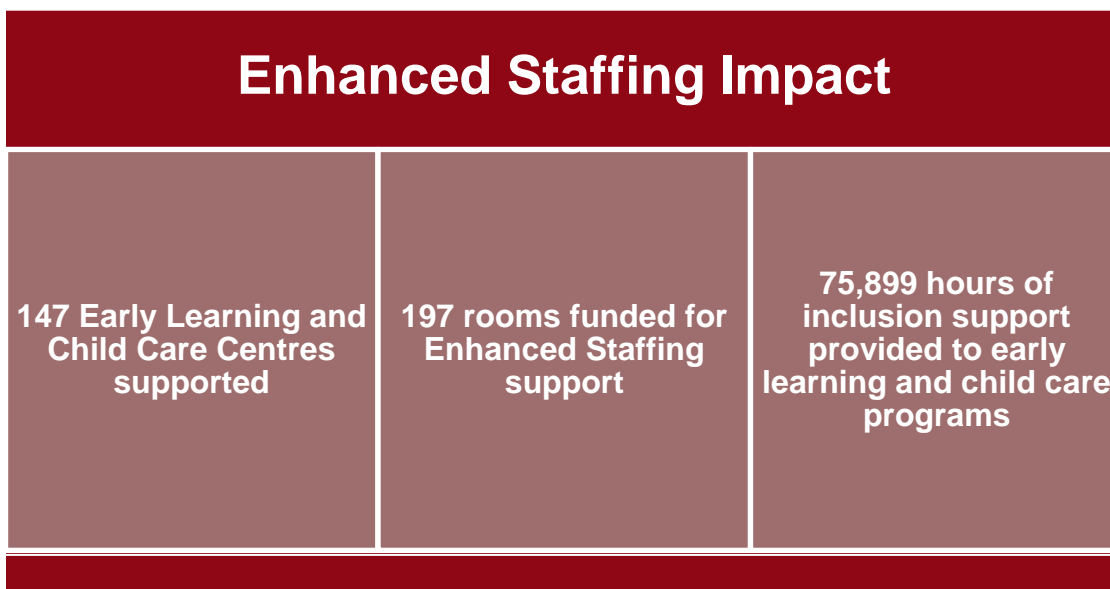


Enhanced Staffing Program

The Enhanced Staffing program provides additional staffing to early learning and child care programs to support the inclusion of children with high needs and their peers. The Enhanced Staffing program is integrated with the delivery of the RFECY Early Learning Inclusion services. This ensures that the early learning and child care community receives the level of support that matches their needs. In addition to providing suggestions and strategies, Early Learning Inclusion Consultants assist with the Enhanced Staffing application process and the implementation of the Program Assistant role in the early learning environment.

The amount of support provided in 2020 was impacted by the child care closure periods. The Enhanced Staffing program was available to support the emergency child care for school age children, when this was operational, and the early learning sector as centres reopened.

We look forward to continuing to work together with the Region of Durham – Children’s Services Division, the Special Needs Resourcing partners and the Early Learning and Child Care sector to deliver an Enhanced Staffing program that supports our child care partners and the children attending programs within their community.



SERVICE PLANNING SUPPORTS

Access Service

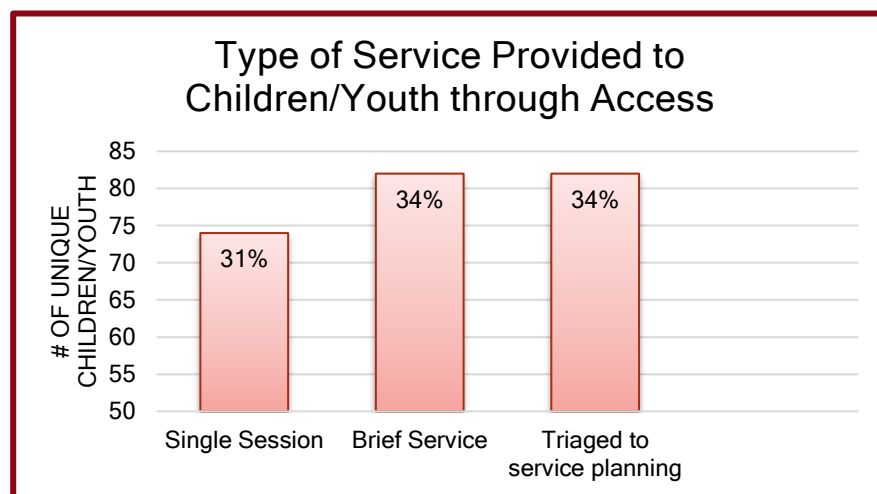
The Access Service is the “front door” to the child, youth, and family supports provided by RFECY. The Access Coordinator is the first point of contact for anyone calling or emailing the agency for information or service. Through the April 1, 2020 to March 31, 2021 funding year, the Access Line received a total of **325** calls. During the COVID-19 pandemic period, the Access Coordinator was able to offer services virtually and by phone to meet the needs of children, youth, and families and there was no disruption in service.

Access Service is part of the roster of programs provided by the Agency and offers a continuum of service from information sharing and service navigation to Brief Service when more hands-on support is needed (e.g., help to complete referrals or applications; attendance at a school meeting). Part of the role of the Access Coordinator is to assess with the caller the need for a more intensive or long-term service that can be provided through other RFECY programs or community support services.

The value of having a knowledgeable staff person who can respond to inquiries of a general nature continues to be noted. For 31% of the callers to the RFECY Access Line, this contact was made to ask a specific question regarding services in our community. These callers, when given the response to their question, were satisfied, and required no further service.

69% of calls received were specific to a child or youth, equaling 238 unique children and youth served through this program. Through careful discussion and the use of agency forms, the Access Coordinator collected information to support goal setting and recommendations for next steps. The information collected also supported decision making with family members to determine linkage to RFECY and/or community services.

Of the 238 children and youth supported through Access, the needs of 31% of these individuals were met with one contact with the Access Coordinator. 34% of the children and youth received brief service, while 34% received linkage to other RFECY service planning programs.



Coordinated Service Planning

For children and youth who have multiple and/or complex needs, a Service Planning Coordinator works with the child, youth and their family to develop a Coordinated Service Plan that reflects their priorities. As priorities are identified, the Service Planning Coordinator provides information on community services, supports the family to navigate the service system, and assists the family to link to selected supports. Utilizing the Coordinated Service Plan, the Coordinator will work with the child, youth, their family, and their community service team to implement, monitor, and update the plan to help the child, youth, and family achieve their goals.

The impact of the COVID-19 Pandemic on families parenting a child with multiple or complex needs necessitated additional attention and resources. During the COVID-19 pandemic period, Service Planning Coordinators were able to offer services virtually and by phone to meet the needs of children, youth, and families. Individual and community team meetings continued to take place using a virtual platform. In addition to the supports above, Service Planning Coordinators were able to offer an enhanced role in navigating virtual service options available in the community, supporting school participation, and planning for additional in-home respite support as part of the Coordinated Service Plan.



“Until you have a kid with special needs you have no idea of the depth of your strength, tenacity and resourcefulness.”

~ Anonymous



Coordination Services for Children and Youth – Durham Region

Coordination Services for Children and Youth (CSCY) is a program that responds to the needs of children and youth when the complexity of their needs requires support beyond what is being offered by the local service system. Through collaboration with families and community service providers, the program facilitates the intensive service coordination required to meet the unique needs of each child or youth.

During the COVID-19 pandemic period, Intensive Service Coordinators enhanced their partnerships with child welfare agencies and with the Complex Special Needs program to support families where the child or youth's complex needs were exasperated by the pandemic. Creative solutions included increased levels of support for the child, youth and family, leveraging of partnership opportunities, and collaborative funding agreements with service partners to offset the extraordinary costs associated with caring for a child or youth with complex needs.

CSCY at a Glance		
April 1, 2020 - March 31, 2021		
34 new referrals for intensive service coordination	86 unique children/youth/families served	1,861 direct and indirect service hours dedicated to child/youth/families

Collaborations

Collaboration is a cornerstone of the service planning supports offered through Resources for Exceptional Children and Youth – Durham Region. To enhance our efforts as a partner in community services available to children, youth, and families who have complex needs, program staff are active participants in community initiatives including the **Live-In Treatment Admission Priority Process (LIT-APP)** and the **Complex Needs Collaborative Partnership** (led by Lake Ridge Community Support Services).

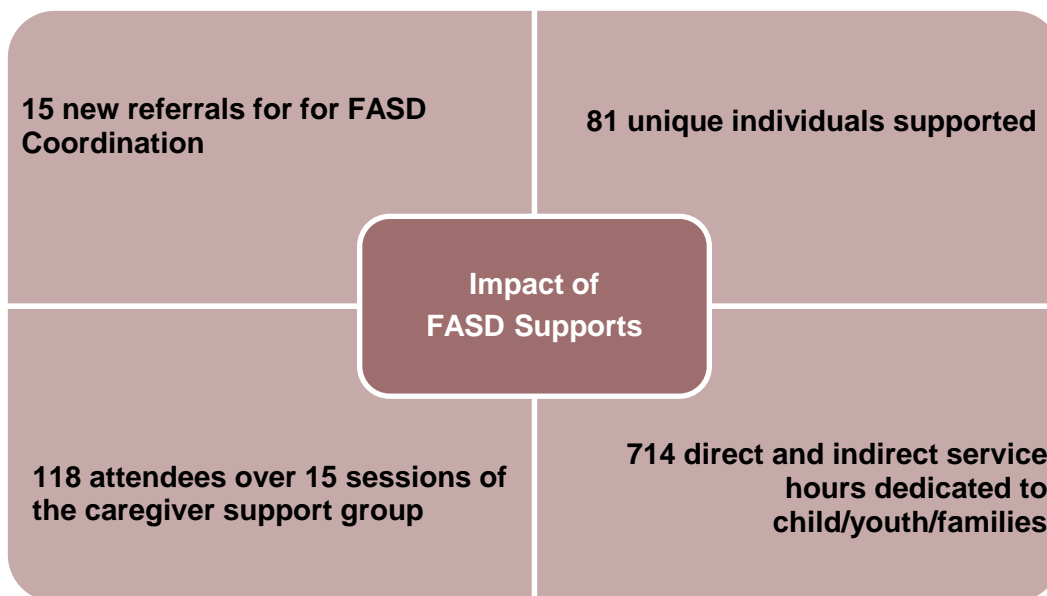
As the pandemic impacted both families and the service system, RFECY's involvement in these types of partnerships helped build options for families to meet their needs. Both initiatives seek to find creative solutions to meet the needs of children and youth in our community. Leveraging community partnerships led to creative options that allowed services to continue to address the unique needs of children, youth and families during this challenging time.



Fetal Alcohol Spectrum Disorder (FASD) Supports

FASD Coordinators provide service coordination and navigation to families with a child/youth diagnosed with, or suspected of, FASD. The FASD Coordinator assists the family to identify goals and priorities in order to develop an integrated service plan. The FASD Coordinator also works to enhance community awareness of FASD and acts as a resource to families and community service providers to build capacity.

During the past year, RFECY received funding for an additional FASD Coordinator to support improved responsiveness to families. During the COVID-19 pandemic period, the FASD Coordinators offered services virtually and by phone to meet the needs of children, youth, and families. Community team meetings and caregiver support groups continued to take place using teleconferencing and virtual platforms. The program staff started a review of the caregiver support group and leveraged the knowledge of our provincial partners to improve RFECY services to families enrolled in this program.



ONTARIO AUTISM PROGRAM (OAP) DURHAM

As the Ontario Autism Program (OAP) continues to transition to the new needs-based OAP, RFECY's OAP Family Support Workers continued to support families with service navigation and service planning as well as providing information about the changes to the OAP. Through the RFECY Access service, the Family Support Workers also supported families who contacted RFECY seeking general information or assistance with forms. Throughout the pandemic the Family Support Workers were available to families virtually and through email and telephone contacts.



CHILDREN'S MENTAL HEALTH FUNDING

Dual Diagnosis Respite Funding Transition Activation Worker Program (TAW)

The Dual Diagnosis Respite program provides funding to support 1:1 respite in-home or in the community for children and youth presenting with the complexity of both a developmental disability and a mental health diagnosis. The respite provided through these funds supports the stability of the family, reduces demand for more intensive services, and enhances the inclusion of the child or youth in their community.

The Transition Activation Worker program allocates funding to support youth who have been diagnosed with a serious mental illness as they transition back into their community after inpatient treatment in a hospital or mental health live-in treatment setting. A skilled professional works with the youth on goals and strategies set by the live-in treatment provider to support their success in the community.

The COVID-19 pandemic restrictions presented challenges for families trying to access respite or TAW supports. As a result, there was some reduction in hours of support accessed by families in each of these programs over the past funding year. As restrictions lessened, support opportunities for children/youth and families in the home and community increased.

Talking About Mental Illness (TAMI) Mental Health Training

Working with community service providers and school board personnel, the goal of Talking About Mental Illness (TAMI) Durham is to increase students' knowledge about mental illness and decrease the associated stigma with mental illness. This goal is normally achieved through the use of the TAMI curriculum, in-class presentations, and annual Stomping Out Stigma (SOS) youth summits. During the COVID-19 pandemic period, TAMI was able to offer some virtual programming for in-class presentations when students were attending in-person school. SOS summits were not offered during the pandemic period.

Due to the COVID-19 pandemic, in person group learning opportunities funded through Mental Health Training program were suspended for the funding year. Some virtual opportunities were accessed through this training fund. We look forward to being able to resume training opportunities in the future.

**"We can change the world and make it a better place.
It is in your hands to make a difference."
~Nelson Mandela**



RFECY BOARD OF DIRECTORS



Jody Chapman: President

Child Care Representative

Jody is a mother and grandmother. She is a Registered Early Childhood Educator, and currently the Executive Director of integrated child care centres in Durham Region. Jody's numerous years of experience have benefited the early childhood community. Jody joined the Board of Directors in 1995 and served as Vice-President from 1998-2005. She assumed the position of Secretary-Treasurer effective September 2005 and became President in 2007. Jody is a member of the Audit Committee, the Communication Committee, and the Human Resources Committee.



Sheryl Lamkey: Vice-President

Parent Representative

Sheryl is a Child and Youth Worker with the Children's Aid Society of Toronto. Sheryl has a daughter with special needs and has played an active role in advocating for exceptional children. In her spare time, Sheryl enjoys reading, doing crafts, walking, and running. Sheryl joined the Board of Directors in 2005 and is the Board Vice-President, Chair of the Communication Committee, and a member of the Audit Committee.



Christopher Andrew: Secretary-Treasurer

Community Representative

Chris is a Chartered Accountant and operates his own accounting firm. Chris' previous Board involvement includes the Kiwanis Club, Oshawa Community Health Centre, and the College of Occupational Therapists of Ontario. Chris joined the Board of Directors in 2008 and became Secretary-Treasurer in 2014. Chris is a member of the Audit Committee as well as the Communication Committee.



Jennifer Cooke: Director

Community Representative

As a Child Youth Worker for over 20 years, Jennifer has extensive experience working for non-profit and charitable organizations across the GTA. Throughout her career she has had the opportunity to work with young people in day-treatment, facilitating educational workshops, building relationships with stakeholders and volunteering her time in the community. Currently, Jennifer works to help connect those with low mood to moderate depression with therapeutic services as a Stakeholder Engagement Specialist for the Canadian Mental Health Association - Ontario's BounceBack program. In her spare time, Jennifer enjoys spending time with her family, playing sports, hiking and camping.





Danica Cross: Director

Community Representative

Danica holds a Bachelor of Arts Degree from York University and a post graduate diploma in communication disorders. Currently she is the Manager of Intake and Service Coordination at Surrey Place in Toronto. Danica has worked in the field of developmental disabilities for over 20 years and brings with her a deep understanding of the developmental system with many years of clinical experience. Previous roles include Service Coordinator, Communicative Disorders Assistant, and Infant Hearing Screener. In her spare time Danica loves to embrace her entrepreneurial spirit owning and operating several small businesses. She also enjoys spending time outdoors with her family and two dogs.



Greg Dionne: Director

Community Representative

Greg is a Chartered Professional Accountant and is a Director of Inspections with Canadian Public Accountability Board. He holds a Bachelor of Commerce (Honours) degree from the University of Ontario Institute of Technology. Outside of work and volunteering, Greg enjoys travelling, canoeing throughout Durham Region, and relaxing with family and friends at his family cottage. Greg joined the Board of Directors in 2014 and is a member of the Human Resources and Audit Committees.



Jack S. Jeyakumaran: Director

Community Representative

Jack S. Jeyakumaran is the Director of Finance and Strategic Planning, he is responsible for finance and strategic planning, reporting, analysis, day to day administration and registration activities, contract review and administration, administer the university partners account activities, direct and manage the procurement activities, strategic pricing and infrastructure direction in new international business set up, and managing information technology initiatives.

Born in Sri Lanka, Jack has international experience living and working in the United Kingdom. While in the United Kingdom, Jack worked as an Assistant Management Accountant at the Bloomsbury Health Authority and at the United Friendly Insurance PLC, in the areas of strategic planning, financial analysis and planning. Following his experience in the U.K, Jack worked over eighteen years Financial Planning, Analysis functions with leading Canadian retail companies. He worked for Dylex Ltd., T. Eaton's Co., Club Monaco, Hudson Bay Co., HDS Retail North America, Fairweather Group and at present with Schulich School of Business for the past 14 years.

Jack S. Jeyakumaran is a Chartered Management Accountant and an Industrial Engineer. He is a "Fellow Member" of the U. K's prestigious Chartered Institute of Management Accountants and was a "Senior Member" of the American Institute of Industrial Engineers.





Anne Joyce: Director

Community Representative

Anne is the Financial Services Marketing Director at CGI, with a deep background in marketing strategy and execution, writing and editing. A new member to the board, she is eager to contribute her unique skill set to the Communication Committee. As mom to a son on the spectrum and two adopted daughters, Anne is passionate about autism advocacy, inclusion and diversity, and mentorship. She spends her spare time running, hiking and staying fit, and her love for the outdoors and nature is only matched by her love of reading and coffee.



Paul Keppen: Director

Community Representative

Paul is a Senior Commercial Account Manager with RBC Royal Bank and services clients throughout the Durham Region. He has over twenty years of experience in the banking industry and is able to utilize those skills on our Board. Paul is a graduate of the Honours Economics Program at the University of Western Ontario. In his spare time, Paul enjoys playing hockey and golf. Paul joined the Board of Directors in 2009 and is a member of the Human Resources Committee.



Erin O'Connor: Director

Community Representative

Erin has a passion for ensuring youth have appropriate access to education and resources, which stems from her past volunteer experience on the Frontier College Organization Team in Thunder Bay and Toronto; the management wing of the local Frontier College chapter, which provided youth with literacy resources. Erin currently manages marketing and investor relations for an investment group, whose main office is in Ethiopia. In her spare time, Erin enjoys travelling and hiking. Erin joined the Board of Directors in 2014 and is a member of the Communication and Audit Committees.



James Shiels: Director

Parent Representative

James began his career in health care 15 years ago as a Customer Service Representative and currently leads a strong team in distribution. He has also been a volunteer with the Scarborough Blizzard Soccer Club. James enjoys running and playing soccer in his spare time. His number one goal is helping his young son overcome challenges he may face as a child with Down Syndrome and cheering him on with each success. James joined the Board of Directors in 2013. He is a member of the Human Resources and Audit Committees.



CURRENT RFEY STAFF COMPLEMENT

As of September 1, 2021

Management	
Denise Cashley	Executive Director
Mary Colwell	Supervisor – SNR Program
Bev Cummins	Manager – SNR Program
Jenna Francis (on leave)	Manager – Family and Community Supports
Kelly King	Manager – Family and Community Supports
Lynn McInnes	Supervisor – SNR Program
Jo-Ann McLellan	Program Director
Nicole Morash	Supervisor – Service Planning Supports
Lindsay Nomm	Supervisor – SNR Program
Caroline Smitton	Finance Manager
Administrative Supports	
Denise Koh-McLeod	Executive Assistant
Liann Trinca-Jenkinson	Financial Administration

Program Staff	
Early Learning Inclusion Consultants	
Morgan Bartlett	Jennifer James (on leave)
Tashawna Chang	Trina Johns
Christina Cicchetti	Sarah Kowlessar (on leave)
Chantelle Collymore	Nadia Leopardi (on leave)
Taylor Flynn	Terra Mucci
Eda Greco	Amy Rose
Amanda Heini	Safaya Shaideen
Nerissa Henry	Tamara Stewart
Tracy Hodgeman	Kristy Subryan
	Sarah Wilson
Service Planning and Ontario Autism Program (OAP)	
Sue Baszczynski	Deanna McCollom
Thia Belmar-Moncrieffe	Lisa Mullins
Doug Caverley	Terra Mucci
Heather Curry	Lisa Mullins
Jacqueline Harper	Brianne Phillips
Kadeen Hutchinson	Kristen Walters

“Integrity is choosing courage over comfort; choosing what is right over what is fun, fast, or easy; and choosing to practice our values rather than simply professing them.”

~ Brené Brown



THANK YOU!!

Our Agency supports families of children who have special needs and help to enhance their child's participation in their community. Inclusion of ALL children with special needs is a primary focus of our Agency. Your donation will help us to fund this mission by providing developmental programming, service coordination, and direct supports within the local community.

On behalf of Resources for Exceptional Children and Youth - Durham Region, I thank you most sincerely for your thoughtful consideration in choosing us as a recipient of your donation.

Yours sincerely,

Denise Cashley

Denise Cashley
Executive Director

I would like to make a contribution and support the inclusion of ALL children.

\$10 \$25 \$50 Other _____

Name: _____

Address: _____

City / Postal Code: _____

Please note that Credit Cards cannot be accepted.

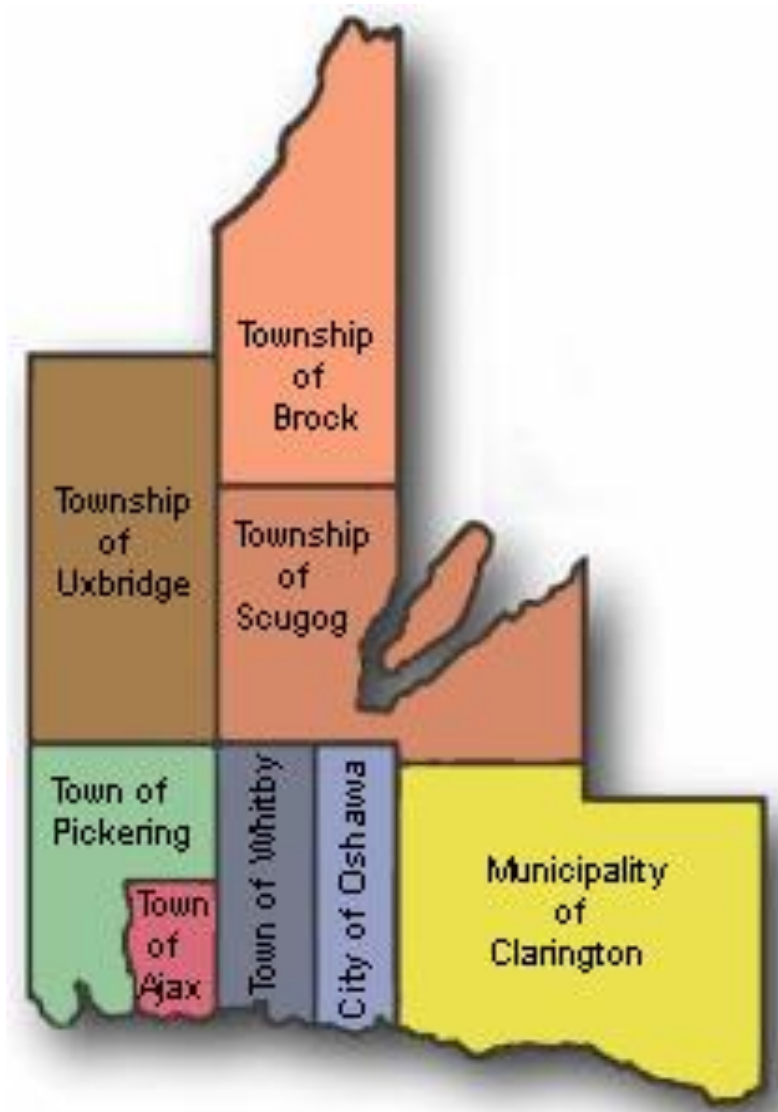
Cheque enclosed.

On-line donations accepted at www.canadahelps.org

Resources for Exceptional Children and Youth - Durham Region
865 Westney Road South, Ajax, ON L1S 3M4

Charitable Registration No. 12209 6407 RR0001
(Official Tax Receipts will be issued for donations of \$20 or more.)





Resources for Exceptional Children and Youth – Durham Region

865 Westney Road South, Ajax, ON L1S 3M4

Telephone: 905-427-8862 / 1-800-968-0066

Website: www.rfecydurham.com

Advancing an inclusive community for children and youth with exceptional needs and their families.