



**Resources for Exceptional Children and Youth Durham Region**

## **Annual General Meeting Report 2022 - 2023**



**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

***“A person always doing his or her best  
becomes a natural leader, just by example”***

**~Joe Dimaggio**



*Sheryl Lamkey*  
Board President



*Denise Cashley*  
Executive Director

Reflecting on the 2022/23 funding year, we acknowledge the continued commitment and resilience of our staff, funders and community partners as each have navigated the changes and challenges of the pandemic years.

This Annual General Meeting report provided an opportunity to celebrate the RFECY team by conducting a review of the RFECY Strategic Plan. Documented in this report are highlights of the accomplishments of the staff and Board of Directors towards the agency's Strategic Directions.

The AGM is also an opportunity to celebrate programs and services and this year we are proud to highlight two specific accomplishments – completing the first full year of two new programs. The Ontario Autism Program – Entry to School and Ontario Autism Program – Urgent Response Services are examples of the RFECY team continuing to contribute to the growth of the services in our community. We also recognize established programs and the growing demand for RFECY supports. The number of contacts to the RFECY Access Service, which doubled compared to the previous funding year, highlights the value of the services that RFECY staff provide.

Each member of the RFECY team is a leader, bringing their best self to each interaction. Through all aspects of their work, staff demonstrate their commitment to advancing an inclusive community with the early learning and child care partners, community service providers, and children, youth and families with whom they interact.

The commitment to an inclusive community starts with the Board of Directors. Many thanks to the members of the Board for their continued commitment and leadership to the Agency. We welcome our new members and look forward to their contributions in stewarding RFECY into the future.

As we celebrate 36 years of service in Durham Region, the Board of Directors and staff of Resources for Exceptional Children and Youth – Durham Region reaffirm their commitment to provide service excellence through partnership, leadership, and an inclusive philosophy.

# INDEPENDENT AUDITOR'S REPORT



## Report of the Independent Auditor on the Summary Financial Statements

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To the Board of Directors of

### Resources for Exceptional Children & Youth - Durham Region

#### Opinion

The summary financial statements, which comprise the summary statements of operations for the years ended December 31, 2022 and March 31, 2023, are derived from the audited financial statements of Resources for Exceptional Children & Youth – Durham Region (RFECY) for the years ended December 31, 2022 and March 31, 2023.

In our opinion, the accompanying summary statements of operations are a fair summary of the financial statements. However, we were not able to determine if any adjustments to the summary financial statements were necessary for the reasons described in *The Audited Financial Statements and Our Report Thereon* section of this audit report.

#### Summary Financial Statements

The summary statements of operations do not contain all financial statements or disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary statements of operations and the auditor's report thereon, therefore, is not a substitute for reading RFECY's audited financial statements and the auditor's report thereon.

The summary statements of operations and the audited financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial statements.

## The Audited Financial Statements and Our Report Thereon

In our reports dated March 28, 2023 and June 27, 2023:

- We expressed an unqualified audit opinion on the audited financial statements.
- We included a Restriction on Use paragraph referring to the programs reflected in the audited financial statements.

## Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary statements of operations.

## Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary statements of operations are a fair summary of the audited statements of operations based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, *Engagements to Report on Summary Financial Statements*.

*Grant Thornton LLP*

Ajax, Canada

August 17, 2023

Chartered Professional Accountants

Licensed Public Accountants



"We will all profit from a more diverse, inclusive society, understanding, accommodating, even celebrating our differences, while pulling together for the common good."

~Ruth Bader Ginsburg

**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, 2022**

**Regional Municipality of Durham:**

**REVENUE:**

Special Needs Resourcing Programs	
Annual Funding	\$ 3,361,691
Pay Equity Funding	38,039
Invested In Net Capital Assets	15,675
Property Tax Rebate	4,230
Interest Income (Loss)	41,794
	<hr/>
	\$ 3,461,429

**EXPENDITURES:**

Salaries, Benefits & Enhanced Staffing (Purchase of Service)	\$ 2,986,938
Other Expenses	287,032
	<hr/>
	\$ 3,273,970
	<hr/>
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES:	\$ 187,459

*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, 2023**

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

#### **REVENUE:**

##### **Children and Youth Mental Health funds:**

Family Capacity Building and Support	\$ 218,202
Coordinated Access and Intake	14,500
Intensive Treatment Services	182,547
Case Management and Service Coordination	14,500
Targeted Prevention	45,500
Complex Transition Fund	10,958
	<u>\$ 486,207</u>

C.S.N. Community Enhancement	77,289
C&FI Operating Non-residential	412,495
In / Out of Home Respite	20,000
Service Planning Coordinators	591,329
Urgent Response Services	2,692,568
Other One-Time Fiscal Funds	94,117
Invested in Capital Assets	82,411
	<u>\$ 3,970,209</u>

#### **EXPENDITURES:**

##### **Children and Youth Mental Health funds**

Family Capacity Building and Support	\$ 218,203
Coordinated Access and Intake	14,501
Intensive Treatment Services	182,547
Case Management and Service Coordination	14,500
Targeted Prevention	45,500
Complex Transition Fund	10,958
	<u>\$ 486,209</u>

C.S.N. Community Enhancement	77,290
C&FI Operating Non-residential	412,494
In / Out of Home Respite	20,000
Service Planning Coordinators	591,330
Urgent Response Service	2,692,571
Other One-Time Fiscal Funds	94,044
Amortization of Capital Assets	46,026
	<u>\$ 3,933,755</u>

#### **EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES:**

\$ 36,452

*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  
ONTARIO AUTISM PROGRAMS FUNDED THRU OTHER AGENCIES  
FOR THE YEAR ENDING MARCH 31, 2023**

**REVENUE:**

**Grandview Children's Centre**

Annual Funding	\$ 242,177
Allocated to the Purchase of Capital Assets	2,491
	<u>\$ 244,668</u>

**Kinark Child and Family Services**

Annual funding	\$ 0
Allocated to the Purchase of Capital Assets	5,247
	<u>\$ 5,247</u>

**EXPENDITURES:**

**Grandview Children's Centre**

Salaries and Benefits	\$ 212,132
Other Service Costs	10,520
Allocated central administration	22,016
	<u>\$ 244,668</u>

**Kinark Child and Family Services**

Salaries and Benefits	\$ 0
Other Service Costs	5,247
Allocated central administration	0
	<u>\$ 5,247</u>

**EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES**

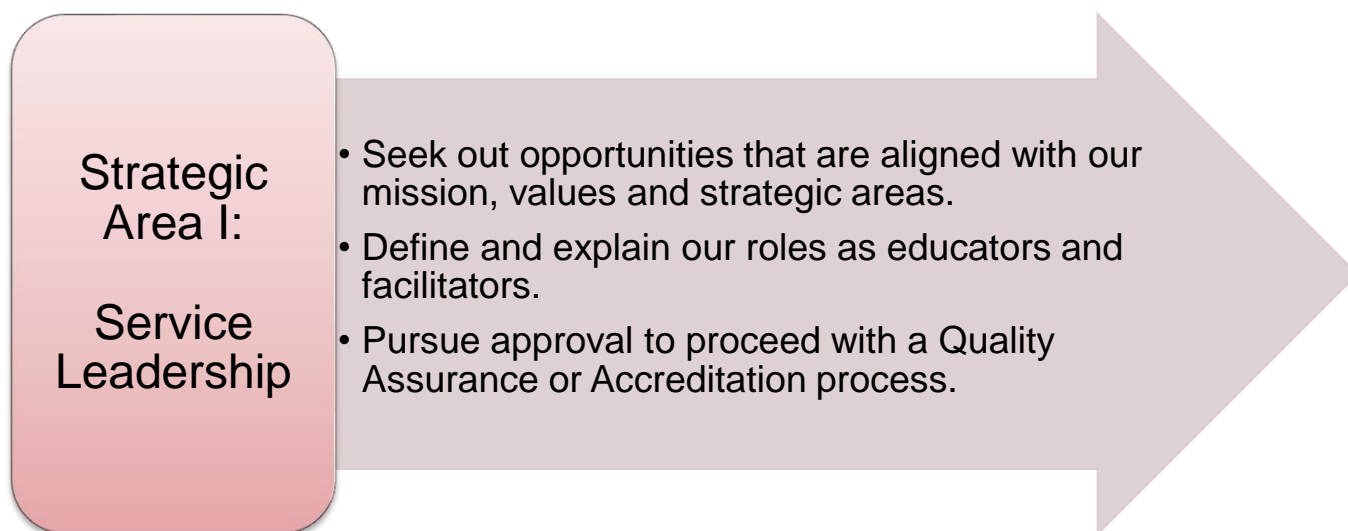
\$ -

*Full statements are available upon request*



# STRATEGIC PLAN ACCOMPLISHMENTS

The 2020 – 2025 Strategic Plan for Resources for Exceptional Children and Youth – Durham Region was accepted by the Board in early 2020. At the mid-point of this plan, the staff and Board of RFECY reflect on the actions and activities taken towards the Agency's strategic goals and priorities.

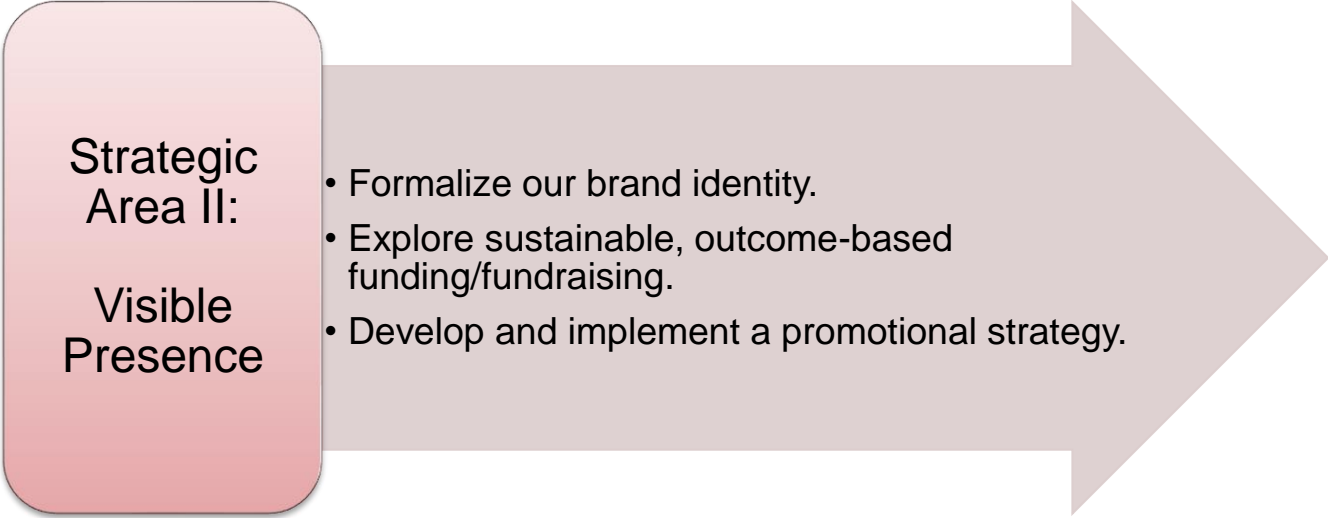


RFECY continues to explore opportunities that align with the Agency's Mission and Values.

In 2022/23, RFECY completed the first year of implementation of two new programs including the Ontario Autism Program - Urgent Response Service for the Durham Region, Haliburton County, Kawartha Lakes, Peterborough County, and Northumberland. RFECY staff also contributed to the successful delivery of the Ontario Autism Program – Entry to School program in partnership with Grandview Kids as Lead, Lakeridge Community Support Services and the Region of Durham - Children's Services Division.

Service partnerships have continued to grow with the expansion of the Early Learning Inclusion role to home child care. Relationships with community agencies including Durham Children's Aid Society and Lake Ridge Community Support Services have supported increased service capacity and enhancements to the services being provided to children, youth and families.

RFECY continues to focus on making connections in the community to promote our role and to support growing and evolving services being provided to the children, youth and families in Durham Region. RFECY staff are members of community and provincial networks including (but not limited to) Durham's Children and Youth Planning Network, Best Start Network, Empowered Kids Ontario, Provincial Network of Coordinating Agencies. OAP Durham Steering Committee, Durham Connect, and Durham Core Service Providers (for children and youth community based mental health services).

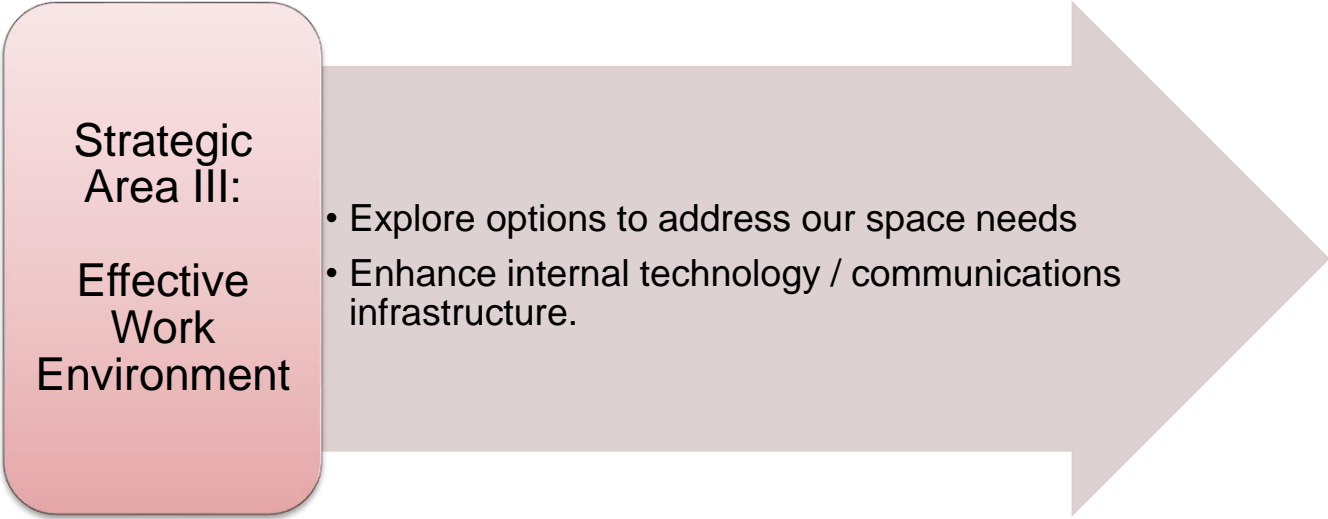
A diagram for Strategic Area II. It features a light red rounded rectangle on the left containing the text 'Strategic Area II: Visible Presence'. To its right is a large, light purple arrow pointing to the right, which contains a bulleted list of three items.

## Strategic Area II:

### Visible Presence

- Formalize our brand identity.
- Explore sustainable, outcome-based funding/fundraising.
- Develop and implement a promotional strategy.

RFECY updated the format of the Agency's logo and promotional templates to support consistency in all activities. Utilizing the Agency's brand on all materials has supported continuity of messaging across all programs and mediums. RFECY staff continue to explore opportunities for sharing knowledge and resources through an ELI newsletter, FASD Caregiver newsletter and upcoming updates to the RFECY website.

A diagram for Strategic Area III. It features a light red rounded rectangle on the left containing the text 'Strategic Area III: Effective Work Environment'. To its right is a large, light purple arrow pointing to the right, which contains a bulleted list of two items.

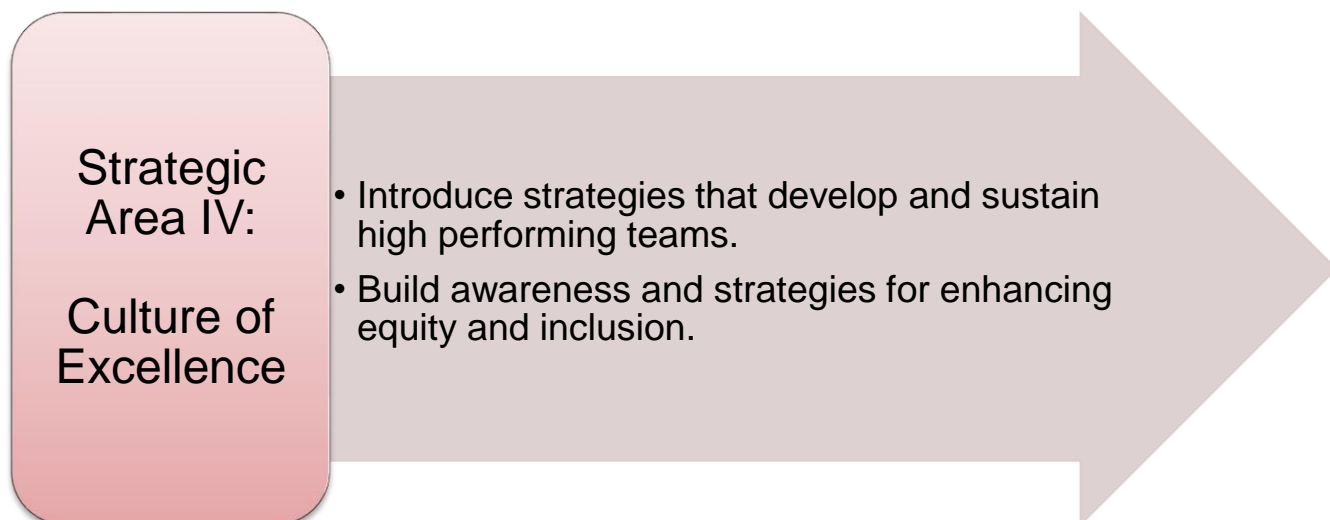
## Strategic Area III:

### Effective Work Environment

- Explore options to address our space needs
- Enhance internal technology / communications infrastructure.

While RFECY staff had access to mobile technology at the beginning of the pandemic, the Agency has worked to enhance the use of this technology. Implementation of upgraded software, policies to support the use of virtual platforms in service delivery, and updating infrastructure to enhance connectivity have all be a focus. Increasing the knowledge of the RFECY team through training, resources and consistent access to support have facilitated the Agency's technology journey.

While virtual service delivery will continue, ensuring that the Agency's physical space enables in person connection has also been a focus. A partnership with Durham Children's Aid Society to assume satellite space at their office in Oshawa has been a positive experience for the RFECY team.



Like so many of our partners, RFECY has experienced staff vacancies while addressing heightened service demands over the last few years. Strategies implemented to support a high performing team have included updates to recruitment and supervision documentation and a renewed focus on mentoring staff to achieve their professional goals. Opportunities for professional development are offered to staff to update their skills to address the changing needs of our community.

Diversity, Equity and Inclusion have been a focus for RFECY through the provision of training and updating of internal policies and processes. An internal DEI committee has supported this journey for RFECY staff. Additionally, through a partnership with Dnaagdawenmag Binnoojiyag Child & Family Services, RFECY families and staff have access to supports and services that respect and reflect the a wholistic and inclusive approach.

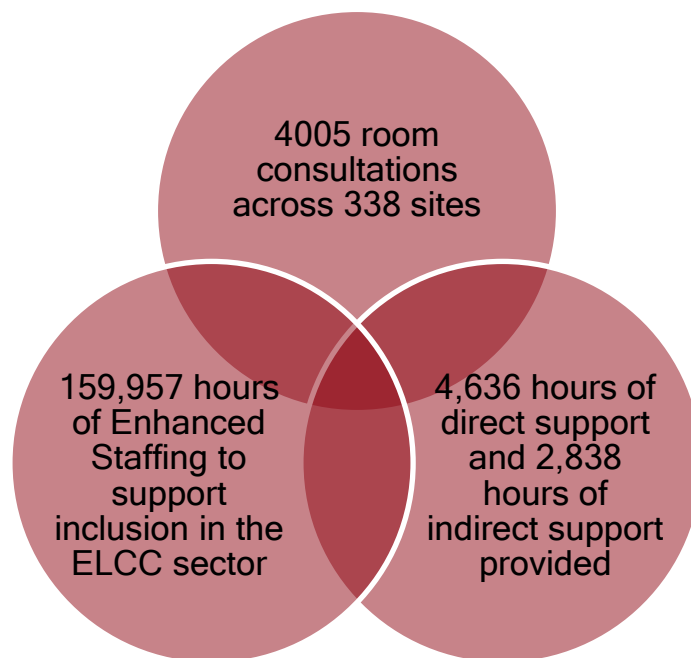
"If we want to include everyone, we have to help everyone develop their talents and use their gifts for the good of the community. That's what inclusion means— everyone contributes."

~Melinda Gates

At the midpoint of RFECY's Strategic Plan, the staff and Board celebrate the accomplishments to date. As we look ahead, Resources for Exceptional Children and Youth – Durham Region will continue to identify opportunities for growth that will progress the Agency towards the strategic directions set in 2020, that align with our Mission and Values and that keep pace with changes in our community and sectors.

## SPECIAL NEEDS RESOURCING SUPPORTS

Special Needs Resourcing staff continued to be leaders in the development of support, resources and information to facilitate the inclusion of children with special needs in the early learning and child care sector. RFECY appreciates the continued commitment of the Region of Durham – Children’s Services Division towards RFECY which enabled the provision of:



## SERVICE PLANNING SUPPORTS

RFECY thanks the Ministry of Children, Community and Social Services (MCCSS) for their continued trust in the Agency to deliver on the programs and services of MCCSS.

### RFECY Access Service

Acting as a resource to families and community partners along with acting as the “front door” to RFECY programs, the Access Service is a source of information, guidance, brief service and navigation. In 2022/23, the Access Coordinators provided 601 hours of Brief Service to callers to RFECY. Since its introduction, the Access Service has experienced an increase in the number of callers, as demonstrated by the following table:

	2020-2021	2021-2022	2022-2023
Total number of client specific calls	231	346	803
Average number of calls per month	19 (range of 10 - 31 calls per month)	29 (range of 18 to 50 calls per month)	67 (range from 37 to 94 calls per month)

## Coordinated Service Planning (CSP)

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 service needs and priorities. The number of children/youth in service and hours of support provided reflect the value of the navigation, coordination and planning that this service provides.

	<b>2021/2022</b>	<b>2022/2023</b>
Number of children/youth served	154	124
Direct service time	752 hours	761 hours
Indirect service time	2754 hours	2231 hours

## Fetal Alcohol Spectrum Disorder (FASD) Coordinator Support

FASD Coordinators provide service coordination and navigation to families with a child/youth diagnosed with FASD or with suspected FASD. In addition to the families supported per the table below, the FASD Coordinators provide training opportunities in the community and support the delivery of a caregiver support group.

	<b>2021/2022</b>	<b>2022/2023</b>
Number of children/youth served	71	80
Direct service time	386 hours	185 hours
Indirect service time	568 hours	186 hours

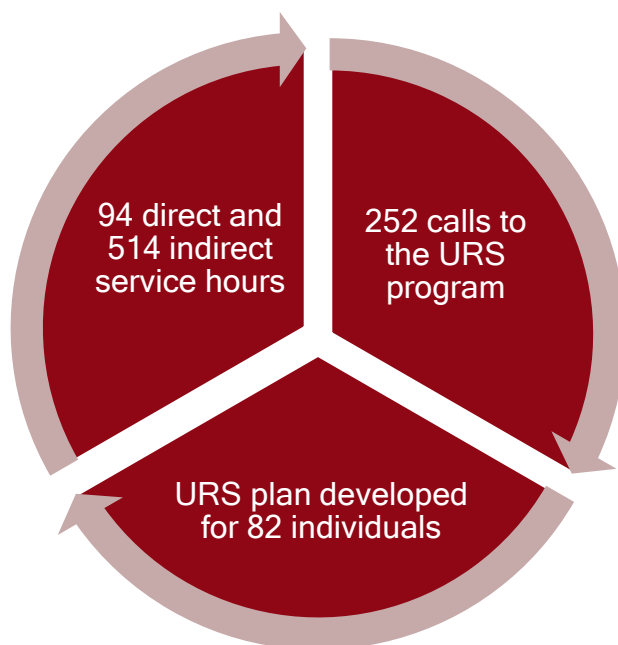
## Coordination Services for Children and Youth (CSCY)

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. While impacted by staff vacancies in 2022/23, this program continued to support children, youth and their families to navigate the care system.

	<b>2021/2022</b>	<b>2022/2023</b>
Number of children/youth served	146	120
Direct service time	418 hours	214 hours
Indirect service time	1670 hours	614 hours

## Ontario Autism Program – Urgent Response Service (URS)

The Urgent Response Service offers supports to eligible children and youth who are experiencing a specific, urgent need in order to help stabilize the situation, prevent crisis, and reduce the risk of the child or youth harming themselves, others and property. In its first full year of service in the Durham Region, Haliburton County, Kawartha Lakes, Peterborough County, and Northumberland, the URS staff supported the implementation and completion of 82 URS plans. Service navigation and community information was offered to all callers to the URS referral line.



## ONTARIO AUTISM PROGRAM (OAP) DURHAM ENTRY TO SCHOOL PROGRAM

The entry to school program helps children develop school-readiness skills and provides transition supports as they enter kindergarten or Grade 1 for the first time. The program includes two main parts. The first part is a 6-month, half-day group-based, skill-building program, focused on helping children develop school-readiness skills. After completing the group-based service, children start the second part of the program, which provides them with individual transition supports as they enter school. RFECY is a partner in the delivery of this service with Grandview Kids as Lead, Lakeridge Community Support Services and the Region of Durham - Children's Services Division. In the first full year of service, 109 children participated in the Entry to School Program.

# **CHILDREN'S MENTAL HEALTH SUPPORTS**

The programs offered within the Children's Mental Health Supports are funded by the Ministry of Health (MOH). We appreciate the continued commitment and trust of MOH in the delivery of the following services.

## **Dual Diagnosis Respite Funding**

The Dual Diagnosis Respite program provided 79 families with funding to support over 7000 hours of 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.

## **Transition Activation Worker Program (TAW)**

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 from inpatient treatment in a hospital or mental health treatment provided in a live-in 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. In the 2022-23 year, 34 clients accessed the TAW support offered through RFECY, and received over 2,600 hours of support using these funds.

## **Talking About Mental Illness (TAMI)**

Working with community service providers and school board personnel, the goal of the Talking About Mental Illness (TAMI) Durham program is to increase students' knowledge about mental illness and decrease the stigma associated with mental illness. This goal is achieved through the use of the TAMI curriculum, in-class presentations, and annual Stomping Out Stigma (SOS) youth summits.

## **Mental Health Training**

Due to the COVID-19 pandemic, in person group learning opportunities funded through the 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 in-person training opportunities in the future.



## RFECY BOARD OF DIRECTORS



**Tharmila Apputhurai: Director**

**Community Representative**

Tharmila Apputhurai is an educator, currently working at the Durham District School Board as the K-12 Multilingual Language Learner Facilitator. She has taught various grades over the last 16 years, both within Durham as well as internationally (Macau, South Korea, & China) and has also served as a Special Education Resource teacher. Tharmila holds a Hons. Bachelor of Science degree from University of Toronto, Bachelor of Education and Master of Leadership and Community Engagement degrees from York University. In her spare time, Tharmila enjoys reading, spending time with her family, travelling, and organizing/participating in community/educational events.



**Sheryl Lamkey: 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 current chair of the Communication Committee. She is also a member of the Audit Committee.



**Jody Chapman: Director**

**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.



**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: Vice-President**

**Community Representative**

Danica completed a Master of Leadership and Community Engagement (MLCE) from York University. She also holds a Bachelor of Arts Degree from York University and a post graduate diploma in communication disorders from Georgian College. Currently she is the Director of Cross Agency Clinical Services 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 Manager of Intake and Service Coordination, Service Coordinator, Communicative Disorders Assistant, and Infant Hearing Screener. In her spare time Danica loves to embrace her entrepreneurial spirit, owning and operating a small business. She also enjoys spending time outdoors with her family and dog.



**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 newer member to the Board, she is eager to contribute her unique skill set to the Communication Committee. As a 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: Secretary-Treasurer**

**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.



**Melissa Morrison: Director**

**Community Representative**

Melissa is an educator, technology enthusiast and Special Education champion. Throughout her teaching career, Melissa has been actively involved with Special Education at the secondary level as both a teacher and Special Education Department Head and as a K-12 Assistive Technology Teacher with the Special Services Department at the Toronto Catholic District School Board. She is a graduate of Ontario Tech University Bachelor of Education program, and holds degrees in both Computer Engineering and a Bachelor of Science in Biology from Queen's University. Melissa received an Innovative Exemplary Practice Award for the work she has done with the Assistive Technology Team's Virtual Co-op Innovators Project, which was also presented at the Ontario Co-operative Education Association 2021 Spring Conference. Equity, innovation, leadership, creativity and a growth mindset are what fuel Melissa's professional practice as an educator. In her spare time, she enjoys spending time with her husband and three children.

"Great things in business are never done by one person,  
they're done by a team of people."

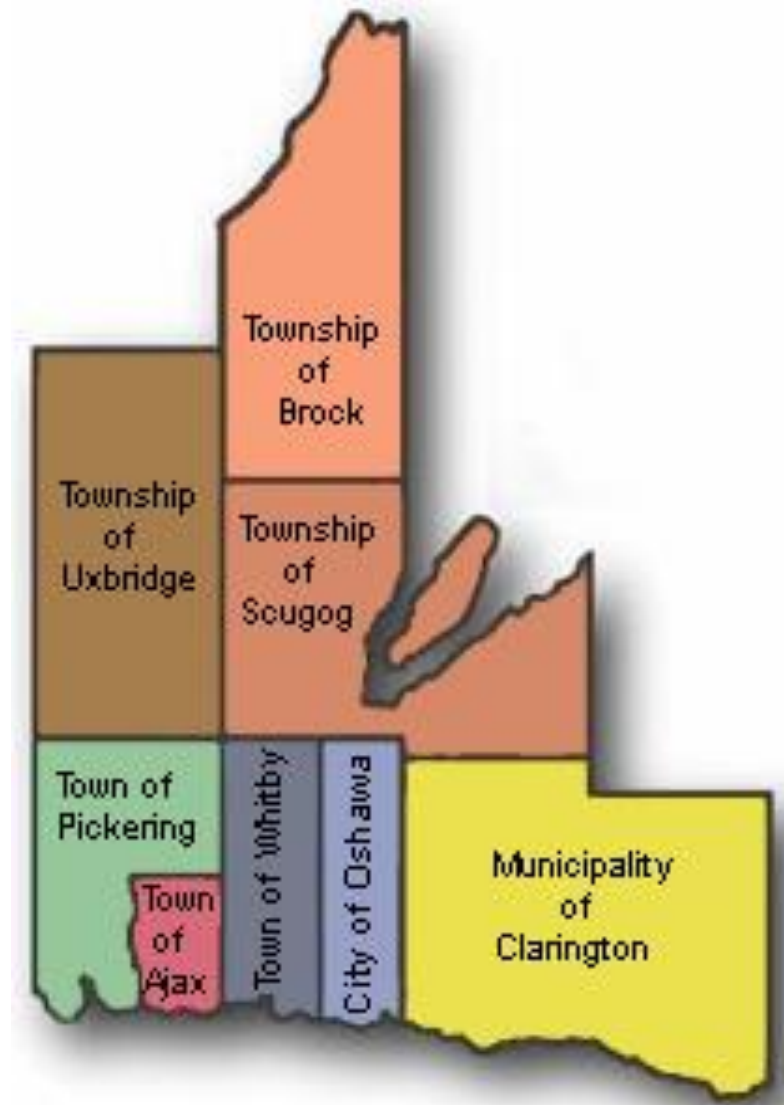
~Steve Jobs

# CURRENT RFECY STAFF COMPLEMENT

As of September 23, 2023

Management	
Denise Cashley	Executive Director
Christina Bilante	Supervisor – SNR Programs
Mary Colwell	Supervisor – SNR Programs
Bev Cummins	Program Director
Taylor Flynn	Supervisor – SNR Programs
Jenna Francis	Program Director
Kelly King	Manager – Family and Community Supports
Lynn McInnes	Manager – Family and Community Supports
Lindsay Nomm	Manager – SNR Programs
Caroline Smitton	Finance Manager
Administrative Supports	
Naima Nabeel	Finance Clerk
Liann Trinca-Jenkinson	Executive Assistant

Program Staff	
Early Learning Inclusion Consultants	
Morgan Bartlett	Fabiola Ortiz
Josie Cea	Amber Maxam
Shelby Corallo	Sienna Myatt
Eileen Eslava	Terra Mucci
Nicola Fairweather	Amanda Scrimgeour
Eda Greco	Liz Turkentine
Amanda Heini	Sarah Kowlessar (on leave)
Nerissa Henry	Melissa Simpson (on leave)
	Nadia Tamburro (on leave)
Service Planning Supports	
Ruth Abraham	Duztin Leonard
Vienna Carruthers	Victoria Mewhinney
Katherine Chartier	Safaya Shaideen
Natasha Dawkins	Megan Thorpe Ross
Natasha Gonzalez	Alex Warrack
Denisa Grant	Sarah Wilson
Trina Johns	Thia Claveria (on leave)
Renee Johnson	Doug Caverley (on leave)
	Jennifer Muthiah (on leave)



### **Resources for Exceptional Children and Youth – Durham Region**

865 Westney Road South, Ajax, ON L1S 3M4

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