



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

# **Annual General Meeting Report 2019 - 2020**



**Proudly Supporting Children and Youth  
with Special Needs**



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## OUR **MISSION**

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

## OUR **VALUES**

**Inclusion:** We believe that every child/youth has the right to participate fully in their home and community.

**Individuality:** We value the uniqueness of each child, youth, and family.

**Family:** We respect the family as being the primary support and decision maker for their child/youth.

**Accountability:** We commit to provide a collaborative and flexible service that is responsive and accountable to the child, youth, family, and community.



# A JOINT MESSAGE FROM THE BOARD PRESIDENT & EXECUTIVE DIRECTOR



*Jody Chapman*  
Board President



*Denise Cashley*  
Executive Director

2019/20 was a year to reflect on the Agency’s history and to look ahead as we continue to deliver services that are inclusionary, collaborative, responsive, and respectful of children, youth, families, and the early learning community.

In 2019 the Agency undertook a strategic planning process that began with a staff session entitled “Introduction to Strategic Planning”. Interviews with Board members to understand the goals and vision of each member provided direction to the next steps of this process.

In September 2019, the RFECY Board of Directors and staff participated in a robust day-long planning session that included an update to the Agency’s Mission and Values and the co-creation of a Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis. Leveraging the SWOT information, members identified four strategic directions and ten actions for the Agency to focus on between 2020 and 2025.

We are pleased to share in this Annual General Meeting report the updated Mission and Values along with the Strategic Directions for Resources for Exceptional Children and Youth – Durham Region.

This work and the ongoing delivery of service would not be possible without the contributions of Board members who share their experience, knowledge, expertise, and understanding of the community to support the delivery of RFECY services. We would also like to extend our appreciation and gratitude to the full staff team at RFECY for their dedication to the Agency and the clients we serve. Finally, we extend our thanks to our funders for their support and direction, and our community for partnership and collaboration.

The Agency remains committed to providing service leadership and excellence to our clients and community at large. Board and staff will utilize the Strategic Plan to guide our work in “Advancing an inclusive community for children and youth with exceptional needs and their families.”

**“We can change the world and make it a better place.  
It is in your hands to make a difference.”**

**~Nelson Mandela**



# 2020 – 2025 STRATEGIC PLAN

## our Mission

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

## our Values

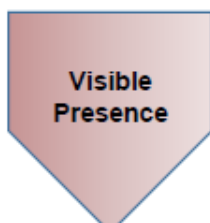
Inclusion	Individuality	Family	Accountability
We believe that every child/youth has the right to participate fully in their home and community.	We value the uniqueness of each child, youth and family.	We respect the family as being the primary support and decision maker for their child/youth.	We commit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



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.



Formalize our brand identity.

Explore sustainable, outcome-based funding / fundraising.

Develop and implement a promotional strategy.



Explore options to address our space needs.

Enhance internal technology / communications infrastructure.



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 for the three funding sources of the Regional Municipality of Durham, the Ministry of Children, Community and Social Services, 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, 2019 and March 31, 2020, 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 three funding sources of the Regional Municipality of Durham, the Ministry of Children, Community and Social Services, and the Ontario Autism Program (funded through partnership agreements with Grandview Children's Centre and Kinark Child and Family Services) as at December 31, 2019 and March 31, 2020, 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 three funding sources of the Regional Municipality of Durham, the Ministry of Children, Community and Social Services, 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 three funding sources of the Regional Municipality of Durham, the Ministry of Children, Community and Social Services, 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 three funding sources of the Regional Municipality of Durham, the Ministry of Children, Community and Social Services, 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 three funding sources of the Regional Municipality of Durham, the Ministry of Children, Community and Social Services, 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 three funding sources of the Regional Municipality of Durham, the Ministry of Children, Community and Social Services, 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 three funding sources of the Regional Municipality of Durham, the Ministry of Children, Community and Social Services, 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 three funding sources of the Regional Municipality of Durham, the Ministry of Children, Community and Social Services, 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***

March 26, 2020 and July 7, 2020

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, 2019**

**REVENUE:**

**Regional Municipality of Durham:**

**Special Needs Resourcing programs:**

Annual funding	\$ 3,361,691
One-time transitional funds	77,000
One-time Capacity Building funds	3,100
Pay equity funding	38,039
One-Time DCYPN Stipends	4,707
Property tax rebate	4,699
Interest earned	43,678
	<hr/>
	\$ 3,532,914

**EXPENDITURES:**

Salaries, benefits & Enhanced Staffing (purchase of service)	\$ 2,663,159
One-time Enhanced Staffing (purchase of service)	252,000
Amortization	62,533
Other expenses	311,081
Transitional expenses	228,100
	<hr/>
	\$ 3,516,873
<b>EXCESS OF REVENUE OVER EXPENDITURES:</b>	<hr/>
	\$ 16,041

*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, 2020

#### 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	162,547
Case Management and Service Coordination	14,500
Targeted Prevention	45,500
	<hr/>
	\$ 432,649

Aboriginal FASD/Nutrition	\$ 90,000
C.S.N. Community Enhancement	80,000
Co-ordination Services for Children and Youth	423,200
In / Out of Home Respite	20,000
Coordinated Service Planning	410,200
Special Services at Home (S.S.A.H.) & Enhanced Respite	46,348
	<hr/>
	\$ 1,069,748

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**\$ 1,502,397**

#### EXPENDITURES:

#### Children and Youth Mental Health funds:

Family Capacity Building and Support	\$ 190,895
Coordinated Access and Intake	14,539
Intensive Treatment Services	160,267
Case Management and Service Coordination	14,539
Targeted Prevention	45,822
	<hr/>
	\$ 426,062

Aboriginal FASD/Nutrition	\$ 84,930
C.S.N. Community Enhancement	77,621
Co-ordination Services for Children and Youth	416,144
In / Out of Home Respite	18,468
Coordinated Service Planning	416,428
Special Services at Home (S.S.A.H.) & Enhanced Respite	46,632
Amortization	28,777
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	\$ 1,089,000

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**\$ 1,515,062**

**EXCESS OF EXPENDITURES OVER REVENUE:**

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**\$ (12,665)**



**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, 2020**

**REVENUE:**

**Grandview Children's Centre**

Annual funding	113,035
One-Time Fiscal funds	-
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	113,035

**Kinark Child and Family Services**

Annual funding	271,728
One-Time Fiscal funds	-
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	\$ 271,728

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**\$ 384,763**

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**EXPENDITURES:**

**Grandview Children's Centre**

Salaries and benefits	99,330
Other service costs	3,400
Allocated central administration	10,792
Amortization	2,520
	<hr/>
	116,042

**Kinark Child and Family Services**

Salaries and benefits	239,815
Other service costs	7,740
Allocated central administration	27,173
Amortization	1,481
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	276,209

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**\$ 392,251**

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**EXCESS OF EXPENDITURES OVER REVENUE:**

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**\$ (7,488)**

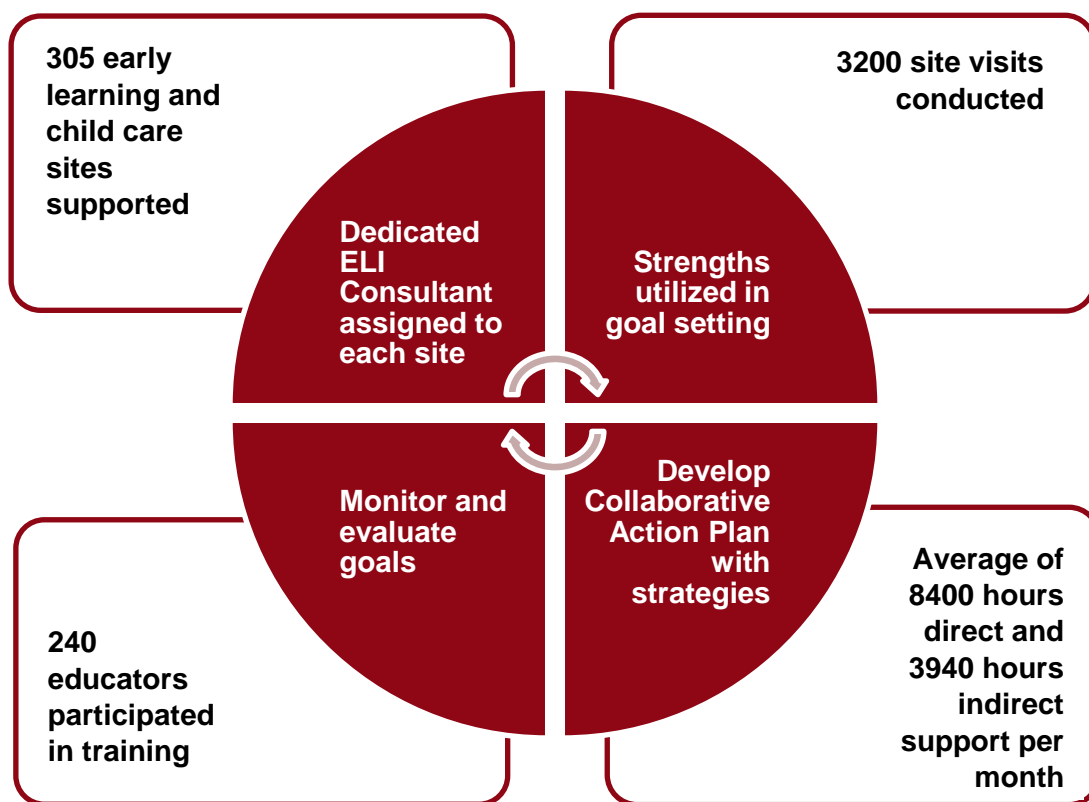
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# SPECIAL NEEDS RESOURCING SUPPORTS

## Early Learning Inclusion (ELI) Program

The Early Learning Inclusion Program is one of the SNR services funded by the Regional Municipality 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, home child care, approved recreation programs, and EarlyON programs. ELI Consultants collaborate with the staff of the early learning 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.



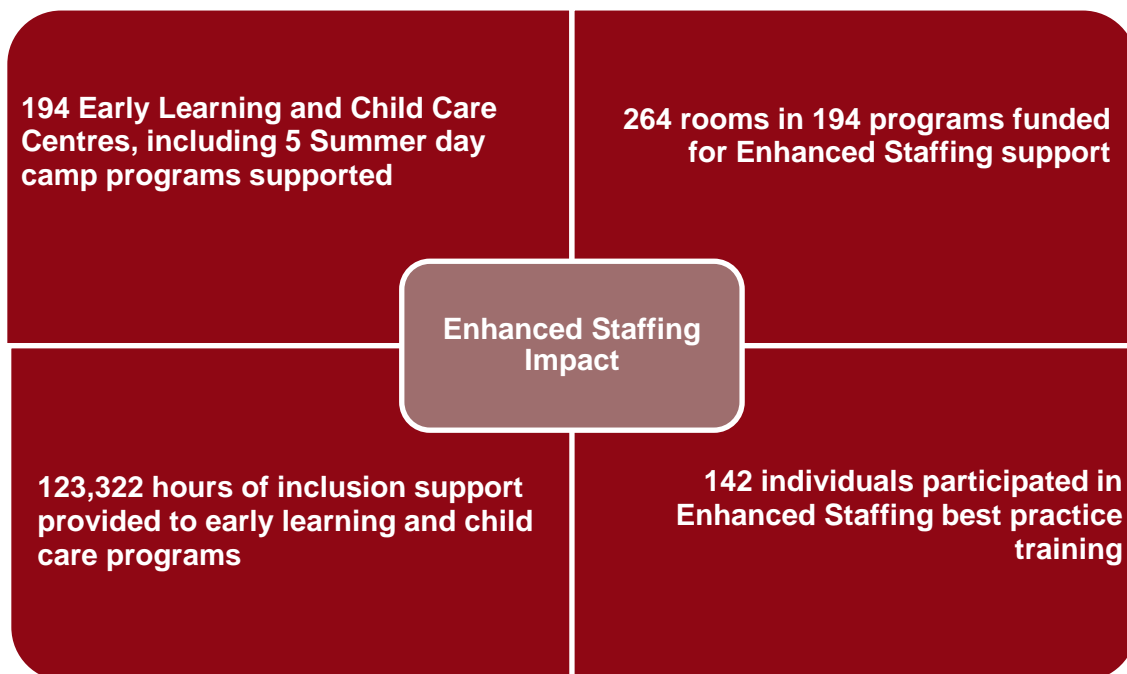
Continuous Professional Learning is key to the successful delivery of Early Learning Inclusion services. ELI Consultants have been both participants in and presenters of educational opportunities that cover a range of topics including bullying, sensory processing, mental health, pedagogical leadership, Individual Support Plans, inclusion, and autism. Through all ELI service delivery, collaboration is a foundational principle. ELI Consultants work in partnership with community service providers in order to deliver a collaborative, flexible, and responsive service. We thank the early learning and child care staff and our community partners for their contributions to an inclusive early learning sector.



## Enhanced Staffing Program

The Enhanced Staffing Program provides additional staffing in early learning and child care programs to support the inclusion of children with high needs and their peers. As a result of changes in 2018, the Enhanced Staffing Program is now integrated with the delivery of 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.

We look forward to continuing to work with the early learning and child care sector as we explore ways to best support children attending programs within their community.



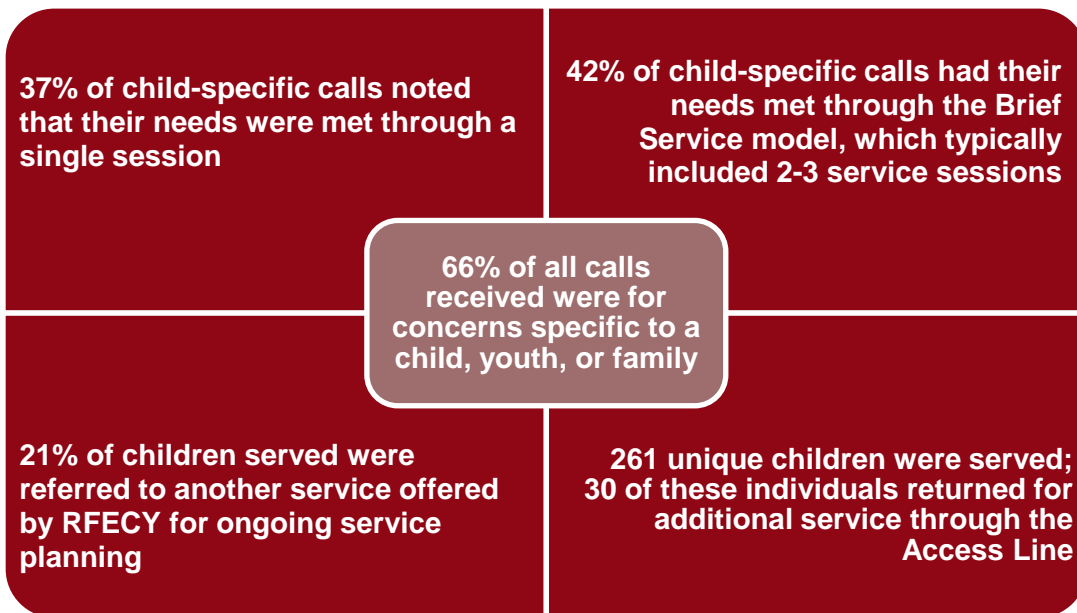
# SERVICE PLANNING SUPPORTS

## 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 first year of this service, the Access Line received a total of 388 calls.

The value of having a knowledgeable staff person who is able to respond to inquiries of a general nature has been noted. For 34% of the calls to the RFECY Access Line, the contact was made to ask a specific question regarding services in our community. The caller, when given the response to their question, was satisfied, and required no further service.

For those calls specific to a child, youth, or family, through careful discussion and the use of agency forms, the Access Coordinator collects information in order to support goal setting and recommendations for next steps. The information collected also supports decision making with family members to determine linkage to RFECY and/or community services. Access Services focus on delivering a continuum of support beginning with information sharing and connection while assessing with the caller the need for more intensive or long-term service.

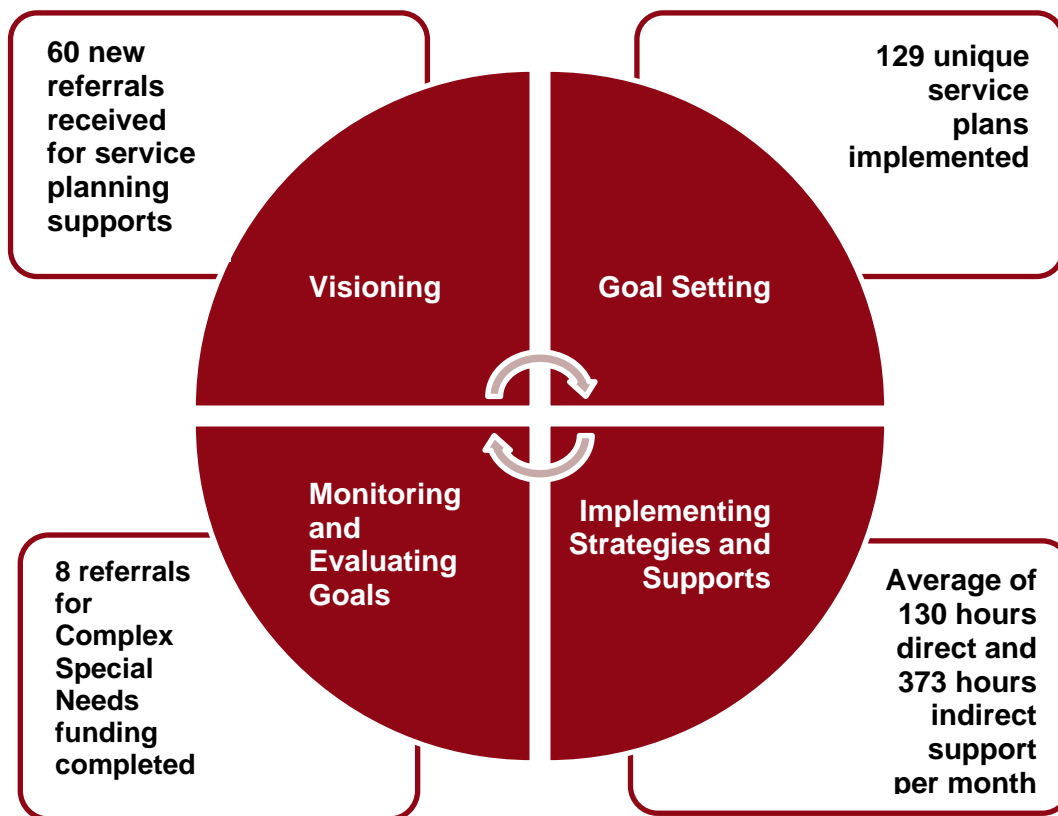


## Coordinated Service Planning

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

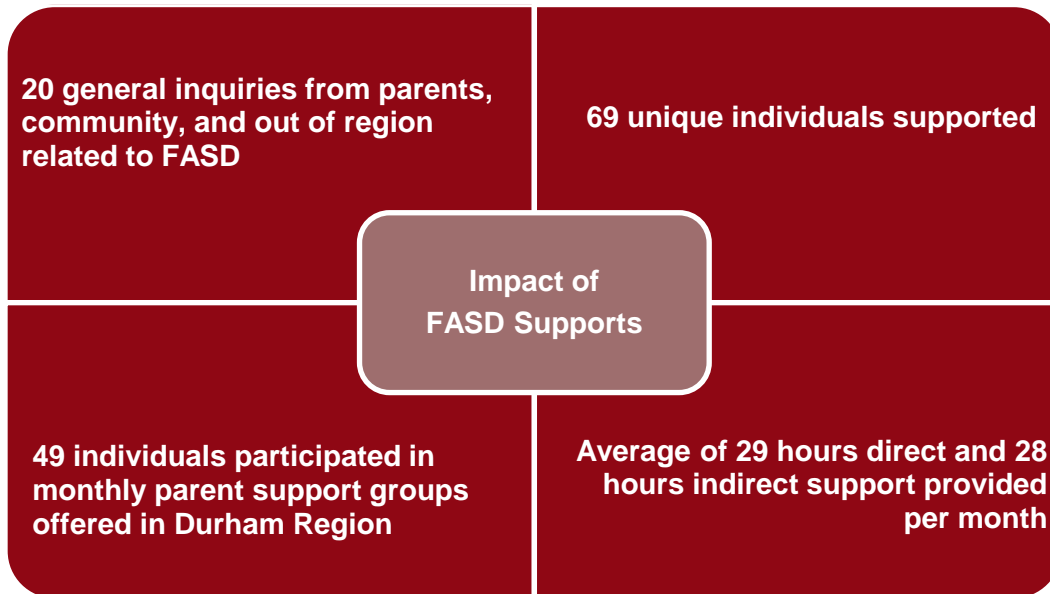
## Coordination Services for Children and Youth – Durham Region

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 service planning required to meet the unique needs of each child/youth.



## Fetal Alcohol Spectrum Disorder (FASD) Supports

FASD services 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.



## Collaborations

Collaboration is a cornerstone of the service planning supports offered through Resources for Exceptional Children and Youth – Durham Region. To enhance our efforts with clients, the staff of the Service Planning Team are active participants in community planning initiatives including the **Live-In Treatment Admission Priority Process (LIT-APP)** and the **Complex Needs Collaborative Service Partnership** (led by Lake Ridge Community Support Services). Both initiatives seek to find creative solutions to meet the needs of children and youth in our community.

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

**~ Anonymous**



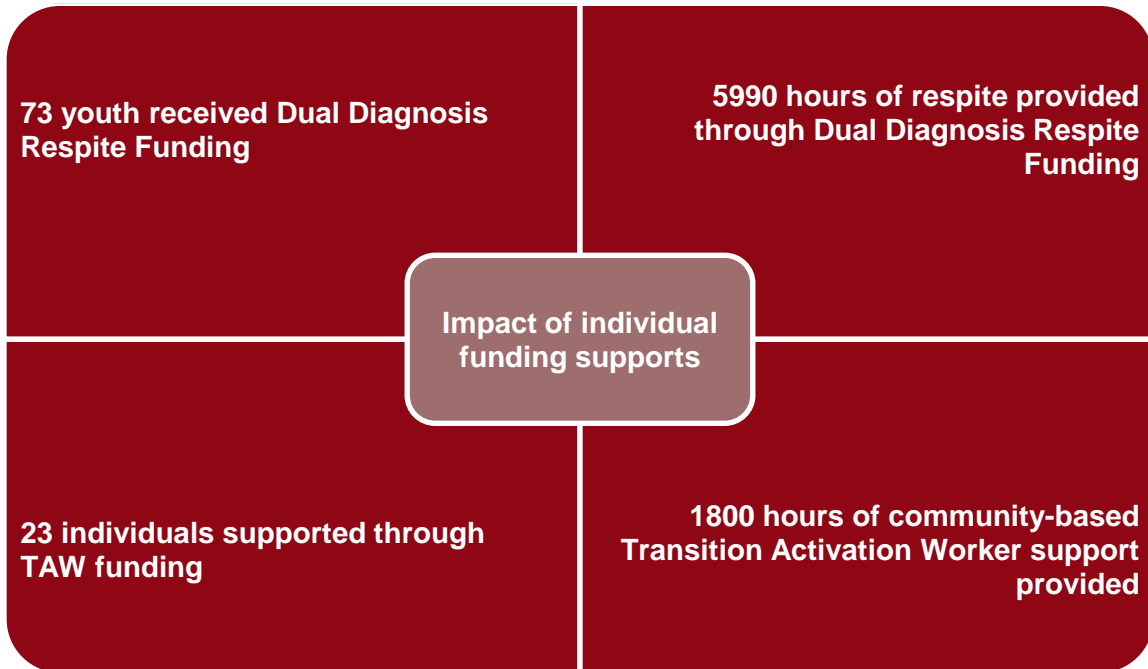
# CHILDREN'S MENTAL HEALTH FUNDING

## Dual Diagnosis Respite Funding

The Dual Diagnosis Respite program provides funding to support 1:1 respite in-home or in the community for children/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/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 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 in order to support their success in the community.





## Talking About Mental Illness (TAMI)

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 achieved through the use of the TAMI curriculum, in-class presentations, and annual Stomping Out Stigma (SOS) youth summits.

## Mental Health Training

Mental Health Training funds provide opportunity for large group educational events to build the capacity of local service providers in supporting children, youth, and families in our community. In November 2019, Durham Region hosted Dr. Jonathan Weiss who shared his expertise in "Best Practices in Mental Health Treatment for ASD".

**These two educational programs provided  
2,242 hours of learning in the 2019/20 funding year.**

## ONTARIO AUTISM PROGRAM (OAP) DURHAM

The 2019-2020 year was one of transition for the Ontario Autism Program (OAP). In order to minimize the waitlist for services for children and youth with Autism Spectrum Disorder, the Ministry of Children, Community and Social Services began the work to implement a needs-based Autism service.

Throughout this transition, RFECY's OAP Family Support Workers continued to support 386 families with service navigation and service planning, and the provision of information about the changes to the OAP.

**"Forget about the things they can't do and focus on what they can. Everyone is much more than a diagnosis written on paper.**

**~Anonymous**



# 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.



**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.





**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.



**Jean Porter: Director**

**Community Representative**

Jean holds a Bachelor of Arts, Master of Education, and a Specialist Certificate in Special Education. She has taught at the elementary school level and has experience as a Liaison Teacher and as Director of Special Education at Surrey Place Centre. Jean was also the Coordinator of Special Education for the Metropolitan Toronto School Board. She served as a board member with the Red Door Family Shelter, and the Ontario Foundation for Visually Impaired Children, for which she was Board Chair. For both organizations, she was involved with the Fundraising Committee of the Board. Jean is married with three adult children and seven grandchildren. She enjoys reading, travelling, and camping in Northern Ontario. Jean joined the Board of Directors in 2013 and is a member of the Communication Committee.



**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 RFECY STAFF COMPLEMENT

<b>Management</b>	
Denise Cashley	Executive Director
Mary Colwell	Supervisor – Enhanced Staffing Services
Bev Cummins	Manager – SNR Program
Jenna Francis (on leave)	Manager – Family and Community Supports
Karen Johnson	Finance Manager
Lynn McInnes	Supervisor – SNR Programs
Jo-Ann McLellan	Program Director
Nicole Morash	Supervisor – Service Planning Supports
Lindsay Nomm	Supervisor – SNR Programs
Caroline Smitton (on leave)	Finance Manager
<b>Administrative Supports</b>	
Denise Koh-McLeod	Executive Assistant
Liann Trinca-Jenkinson	Financial Administration
<b>Program Staff: Early Learning Inclusion Consultants</b>	
Morgan Bartlett	Jennifer James
Lee-Ann Brown (on leave)	Trina Johns
Christina Cicchetti	Sarah Kowlessar
Chantelle Collymore	Nadia Leopardi
Eileen Deveau	Amy Rose
Taylor Flynn	Safaya Shaideen
Eda Greco	Tamara Stewart
Amanda Heintl	Kristy Subryan
Nerissa Henry	Janarthany Thevakala
Tracy Hodgeman	Sarah Wilson
<b>Service Planning and Ontario Autism Program (OAP)</b>	
Sue Baszczyński	Deanna McCollom (on leave)
Nicole Beason-Sheppard	Terra Mucci
Doug Caverley	Lisa Mullins
Heather Curry	Brianne Phillips
Jacqueline Harper	Kristen Walters (on leave)
Kadeen Hutchinson	

### **In Memoriam**

In September 2019, staff of Resources for Exceptional Children and Youth – Durham Region mourned the passing of Andrew Belyea. Andrew had worked as the Finance Manager at RFECY for 18 years and was a valuable member of the RFECY team. RFECY staff join Andrew's family and friends in remembering him as a caring and generous individual.



# 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

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**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.**

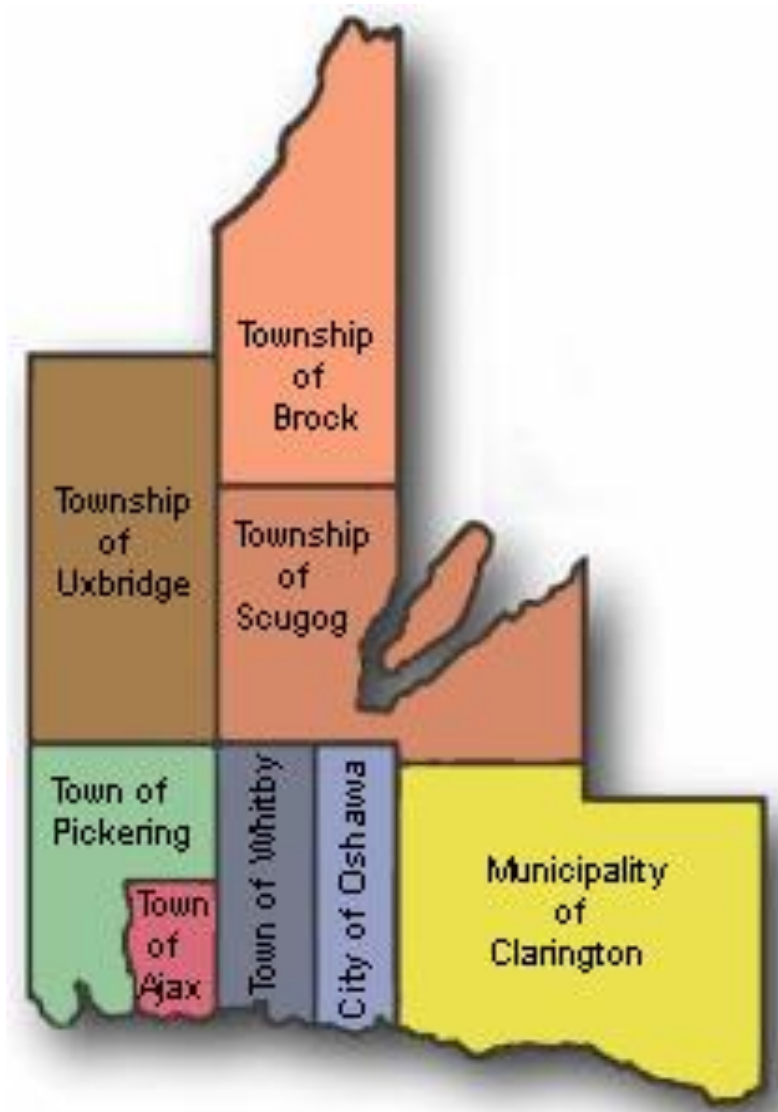
Cheque enclosed.

On-line donations accepted at [www.canadahelps.org](http://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

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