



Breaking Barriers, Pushing Boundaries

2022 – 2023
Annual Report



VISION

Thriving children, youth, families and communities.

MISSION

We build strength and resilience with infants, children, youth and families, by providing equitable, accessible, client-driven services, system leadership and advocacy.

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As the Strides Toronto name suggests, helping our clients and communities move toward their goals is the essence of our work.

To achieve the transformational change we seek, we must continually question how we do things and be willing to innovate within our own organization and sectors. Pushing boundaries and breaking barriers was a central theme of our activities this year—and thus this report—as we explored new avenues of service, cross-team collaboration, and collaborations with partners across the mental health sector to meaningfully remove systemic barriers and improve access to services.

The launch of the Anti-Black Racism Task Force’s multi-year strategy called *Honouring Our Promise: Ending Anti-Black Racism (HOPE)* exemplifies this collaboration. In February, Strides Toronto co-coordinated an outstanding HOPE symposium for members of community agencies that work with Black communities. Grounded in data on the outcomes of Black youth and young adults who engage with the mental health system, HOPE is a call to action for agencies to think and work differently when it comes to serving young people and families from Black communities. We are committed to achieving the HOPE strategy’s bold promises and look forward to working with sector partners to build a more inclusive mental health system.

Strides Toronto embraced sector-wide collaborations that enable each organization to leverage its limited resources for greater impact. We led the successful launch of One Stop Talk/Parlons maintenant, a ground-breaking, province-wide service through which agencies collaborate to offer “virtual walk-in” brief counselling services for children, youth and families through an online portal or by phone. We also convened a Toronto-wide Advocacy Committee, which includes three representatives from other core partner agencies, in addition to Strides’ board members. This committee will tackle issues affecting the whole sector, such as the challenging human resources landscape, and advocate for creative solutions. Our next step is to recruit community members with lived experience to help inform the work of the committee.

We continue to thoughtfully prioritize equity, diversity and inclusion (EDI) across our services, staff and partnerships. In our last report, we shared that Strides Toronto had signed on to the 50/30 challenge to diversify the board of directors and senior management. We are delighted that we have exceeded 50% female representation and 30% representation from equity-deserving groups on our board and have met these targets on the senior management team. Representation indeed matters and the diversity of lived experiences at our leadership tables has transformed the conversations and our overall focus on EDI for the better. This is an ongoing priority as we strive to apply an EDI lens to all aspects of our operations and ensure the appropriate diversity at each table.

While you will see many accomplishments to celebrate in this report, this year has not been without its challenges. We continue to feel the lingering effects of the pandemic—from managing rising costs to filling staff vacancies created during the last two years. Our amazing staff and board have risen to every challenge in a way that is nothing short of remarkable. From hosting a variety of in-person community events to launching new cross-team collaborations to address gaps in the autism and mental health sectors, as well as a range of community programs, to establishing new supports for children starting school, we are truly grateful for their commitment to Strides Toronto’s mission and values.

We are excited for you to read about some of the ways Strides Toronto has removed barriers and expanded the boundaries of care across the care across the sectors we work in. We appreciate the many organizations who have partnered with us in this effort and the funders who have supported us to achieve great things this year. Let’s continue to be bold, courageous and collaborative in the year to come.



PAUL HUYER
CHAIR



JANET MCCRIMMON
PRESIDENT AND CEO

49

Programs

AUTISM AND DEVELOPMENTAL SERVICES

Adults Achieving Independence through Motivation and Skill (AAIMS)
 Care-giver Mediated Services
 Core Clinical Services
 Foundational Family Services
 Autism Services
 Autism Youth for Community Engagement and Socialization (AYCES)
 Entry to School
 Galloway After School Program (GASP)
 Galloway Respite Program
 Urgent Response Service

COMMUNITY SERVICES

Babies Best Start / Healthy Babies Healthy Children
 Community Support
 Every Child Belongs Child Care Consultation
 Gender Based Violence Program
 Growing Healthy Together – Parenting
 Growing Healthy Together – Prenatal
 Intensive Family Network Builders

COMMUNITY SERVICES (cont'd)

Newcomer Youth Engagement Program
 Preschool Speech and Language Program
 Respect in Schools Everywhere (RiSE) Program
 Strides Toronto New Mentality Youth Leadership
 Studio 2 Multimedia Program
 Targeted Prevention
 The Zone Youth Space
 Volunteer Readiness Program
 Youth In Transition (YIT) Program
 Youth Outreach Worker (YOW) Program
 Youth Wellness Hubs Ontario – Scarborough
 Youth Wellness Hubs Ontario – Toronto East

MENTAL HEALTH SERVICES

ADHD Seminars
 Autism Mental Health Counselling
 Circle of Security
 Community Counselling
 Day Treatment
 Facing Your Fears
 Family Counselling

VALUES

Excellence
Collaboration
Respect
Courage



3,481

Participants accessed
 Strides Toronto
 community services

MENTAL HEALTH SERVICES (cont'd)

Infant Mental Health Program
Intensive Child and Family Services
Live-In Treatment
Parent Coaching
Priority Access for Child Welfare (PACW)
Priority Access for Students (PAS)
Triple P
Urban Tele-Mental Health Service
What's Up Walk In / Brief Services

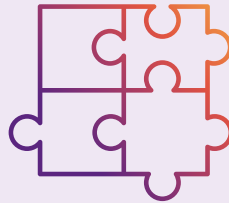
STRATEGY

Equity, Diversity and Inclusion
Help Ahead
One Stop Talk/Parlons Maintenant
Provincial Youth Outreach
Worker Program



40

Languages spoken



1,678

Clients accessed autism services



\$35 million

In funding

8,831

Clients accessed mental health services



385

Employees

2,481

Clients served through Help Ahead



Autism and Developmental Services

A young child with curly hair is shown from the chest up, wearing a light blue polo shirt. They are focused on playing with a stack of colorful blocks (red, orange, yellow, green, blue, purple) held in their hands. The background is blurred, showing shelves with various items. The image is framed by a white border.

In the past year, as provincial funding for autism services has shifted to a fee-for-service model, our Autism and Developmental Services staff has been aligning Strides' services with that model, setting families up for success under the new Ontario Autism Program (OAP) funding model. We are committed to continually adapting and innovating our core clinical services—from the point of assessment through service delivery and referrals—to meet the changing needs in the autism community and Applied Behaviour Analysis field.

At the start of the pandemic, the team quickly pivoted to virtual services and, this year, just as swiftly returned to full in-person services in response to the needs of our client families. Autism staff have been constantly innovating, participating in training to encourage new ideas and adapting the groups we offer and the goals we teach to ensure the best outcomes for families.

One such innovation is a new comprehensive assessment process that incorporates an in-person component. Meeting and evaluating the client in person allows therapists to consider the information the caregiver has provided over the phone, such as goals and service preferences, as well as the therapist's own observations of the client's one-on-one and group interactions. This more accurate assessment enables families to clearly determine if the services and anticipated outcomes align with their needs and expectations before a service offer is made. Families know that the services they receive are based on the clinical needs of their child.

Strides' Autism and Developmental Services team has also launched new programs, covering such topics as dating and bullying, and has modified existing programs to shift from domain-specific services to providing comprehensive support.

"We're changing how we're delivering services to a personalized approach. For example, a child at any point in their service can access supports for communication, social skills and emotional regulation, all within one program rather than separate ones," says Darryl Nurse, Director, Autism and Development Services. "We've also not been afraid to stop a program if we see that it isn't resonating. We are committed to being agile and flexible to truly meet the needs of families whose child has an autism diagnosis."

The impact of the team's responsiveness is evident in the significant growth in families interested in our core clinical services and the number of existing clients who ask to continue service and participate in multiple groups.



Streamlining Intake

Part of being responsive to family needs and enhancing the quality and accessibility of our services is removing barriers clients may face when contacting us. This year, we completed a significant project to streamline and make the intake process simpler and more user-friendly for Autism clients. When families call our agency, there is now a single extension and multiple staff available to take their information and ensure they are directed to the service they need. Calls made to different parts of the agency can be easily redirected to the appropriate teams, for a seamless interaction. Similarly, on the Strides Toronto website, families can complete a simple Autism clinical service callback form to initiate service with us.

“It doesn’t matter the pathway families use to come to us. We want to nurture the relationship and give the parent useful information from the first phone call so that they know they have come to the right place.”

—

DARRYL NURSE

DIRECTOR, AUTISM AND DEVELOPMENT SERVICES

Entry To School

As Toronto schools returned to full in-person classes, demand for Strides Toronto's various school readiness programs increased dramatically.

Our Autism and Developmental Services team continued to focus on setting up families for success with the launch of an Entry to School program that supports first-time students who are diagnosed with autism. Offered in four classrooms at two sites, the program had one of the largest enrollments across the Toronto Autism Services Network (TASN). Strides staff developed fun and engaging lesson plans to give the children, their families and schools useful visual tools and strategies regarding communication, daily living, social and play skills, self-regulation and classroom routines to support each child's success. Play based activities also support the children's development and readiness to enter kindergarten.

The Entry to School program, in partnership with the TASN, joins our other school readiness programs, including Welcome to Kindergarten, Kindergarten Here I Come, and Ready, Set, Go, which are offered in schools and EarlyON locations. These programs, which range from a single-session workshop to a 10-day program, recognize that a child's first step into the school system can cause anxiety and a successful transition affects future learning and development. Thanks to these programs, families are better equipped to manage common challenges and develop self-confidence and independence as they start school.

"Thank you very much for your contribution and effort to prepare my son so well to start the school year. This is a great program!"

—

MOTHER OF A 4-YEAR-OLD BOY WITH AUTISM

"I have seen a remarkable difference in the student's school readiness skills compared to other students that started school without a program like Entry to School. It was also helpful to have access to the transition portfolio."

—

TEACHER OF A 5-YEAR-OLD BOY WITH AUTISM



Urgent Response Service

Children with autism are particularly vulnerable to harm, including inappropriate behaviours, negative thoughts, and physical aggression. Safety is a critical issue among their families and caregivers. The Urgent Response Service (URS) program, a collaboration between Strides, Surrey Place and the Toronto Autism Services Network (TASN) was introduced as a bridging program for families, offering respite and behavioral support in the home environment.

The URS program was developed as a response to the types of service that families were looking for. This past year, we hired a coordinated service planning worker to work with the URS clients and families. This position is pivotal when addressing complex cases and supporting the more challenging cases among children and young individuals who require access to our services.

The connection to URS has been transformative and is akin to a bridging program. We've not only connected with other community programs but have also successfully re-engaged numerous clients with Strides. Upon completing URS, many clients are now registering for our fee-for-service programs or enrolling in our developmental services programs. This underscores how URS fortifies our partnerships within the agency and the broader community. It's truly a service that stands out for its ability to strengthen these connections, both internally and externally.





Community Services



Community engagement and support have been continued priorities for Strides Toronto during and after the pandemic. From social events to initiatives to address local challenges, Strides Toronto maintains a strong connection with our community.



Community Events

Throughout the pandemic and as we emerge from it, Strides Toronto staff have shown an exceptional ability to remain community based. Over the last year, our Community Services team identified various opportunities to engage community members and retain connections that otherwise might have been lost.

In June 2023, we celebrated Pride Month with a booth at the Toronto Pride celebrations to demonstrate our support for the 2SLGBTQIA+ community and provide information to people interested in our services. The Community Services team also partnered with East Side Pride to host Community Connects – Scarborough, a free, safe space Pride event for the 2SLGBTQIA+ community outside the downtown core.

Food insecurity is a significant issue among many of our Toronto residents and The Zone Food Mart is our Community Services team's response to this need. Second Harvest supplies food that we pack and distribute to families each Tuesday morning. Volunteers from AAIMS, our adult day program, in partnership from our Community Services staff team help to receive the food and create the baskets. In November, Strides staff also organized an internal holiday food drive to collect and distribute food and grocery cards to families in need.

Through these activities and the relationships with the local communities they nurture, Strides Toronto can quickly identify emerging needs and nimbly respond in our community based programs.

Youth Wellness Hub

The Thorncliffe Park Youth Wellness Hub launched virtually in March 2023 and in person in July 2023. The hub's integrated services model is designed to increase access to a range of support services for youth in this densely populated community that has been chronically underfunded for years. Strides' mental health therapists were integral to shaping the hub's services and have been providing psychotherapy to youth to help address such issues as depression, anxiety, eating disorders, drugs and alcohol, gender identity and more. Strides Toronto provides critical mental health services to youth through this hub as well as two others in Scarborough and Toronto East.



Students Donate \$7,000 to Community Services Department

This year, after interviewing staff at Strides Toronto and creating and presenting what they learned to a panel of judges, three grade 9 students at Upper Canada College selected Strides Toronto and the Youth Wellness Hubs for a \$7,000 grant offered by the school. The funds were used to support a Back to School event, which supplied 200 back-to-school kits to families and included complimentary food and fun activities for attendees.



Studio 2

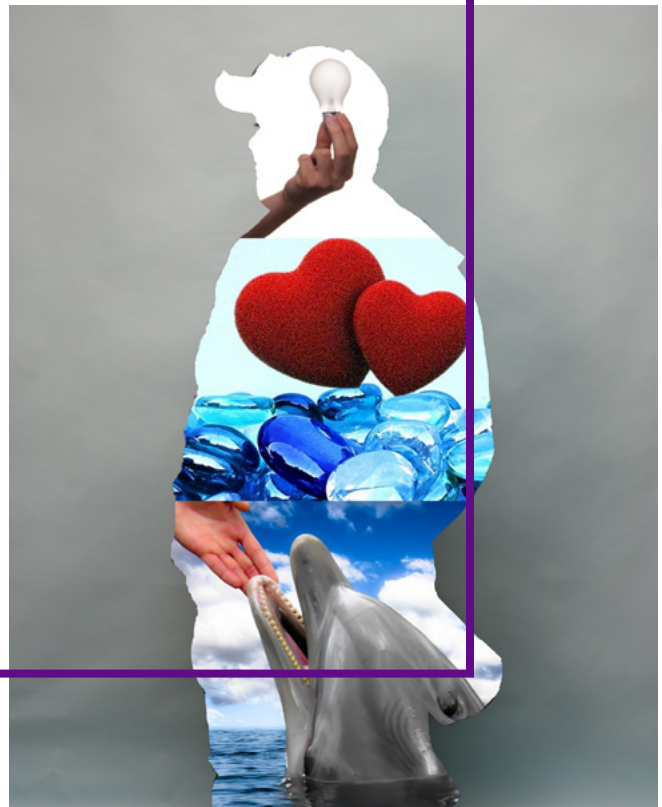
Our unique Studio 2 Multimedia program supports youth to develop a range of media skills that contribute to their mental health and employment prospects. Studio 2 offers a supportive, safe environment where they can creatively express themselves—through music, photography and videography. This year, the recording studio has been a popular destination for participants to learn the technical skills of audio engineering. Studio 2 workshops are a great springboard to explore mental health issues and fosters resilience. "Getting the youth to explore their feelings and emotions through musical beats has been amazing to watch unfold," says Sean Mauricette, Studio 2's program facilitator. "Certain participants were able to steer clear of drama at school and on the street because the workshops were their outlet." He also notes the creative intersections that naturally arose, with beats created in the beat-making workshop being used in the video editing workshop, for example. Studio 2 has helped several youth confirm their desire to study a multimedia discipline at the post-secondary level. Strides Toronto is now exploring how past participants can assist new participants while earning volunteer hours, an honorarium or both.

Client Story

K's mother was introduced to the Studio 2 program because her son, who is on the autism spectrum, was interested in digital photography and beat-making. She felt K would benefit from the life skills development, increased independence and confidence the workshops would foster.

K is extremely talented and excelled in all aspects of the program – creating more beats than other participants, managing photography and editing with ease, and travelling to and from the program without issue. K also left a positive impression on others with his focus and quality of work. He navigated his personal challenges, followed complicated instructions for vastly different multi-track editing programs and completed digital abstract photo editing.

K and his mom are immensely proud of the gains he has made through the Studio 2 program, both personally and as a young professional entering the digital media world.



Mental Health Services



Children and youth can face a variety of mental health challenges that require unique solutions. From launching new therapeutic approaches to collaborating across teams to provide mental health support to youth on the autism spectrum, the Strides Mental Health Services team continues to innovate to address critical gaps in the mental health system and prioritize equity and access.

Emotion-Focused Family Therapy

This year, Strides Toronto introduced Emotion-Focused Family Therapy (EFFT) to continue to enhance our capacity and tools to serve clients better. EFFT aims to empower parents to interrupt negative behaviour patterns, support their child to manage stress and build coping skills and improve communication to strengthen family connections. Dr. Adele LaFrance, co-developer of the EFFT model, trained our counsellors on new tools to empower caregivers to support their child's mental health and well-being. Many staff, particularly those who work with younger children, provided very positive feedback and have been applying their new skills in family therapy sessions regularly. We are looking forward to offering more EFFT training and support to staff and clinical managers in Fall 2023 and beyond.

Mental Health and Autism Program

Thanks to a workforce capacity grant from the *Ministry of Children, Community and Social Services*, Strides Toronto's Mental Health team has partnered with our Autism and Developmental Services department to provide new OAP-eligible mental health support to youth diagnosed with autism. This first-of-its-kind service fills a critical system gap, as an autism diagnosis is often a disqualifier for mental health programs and, conversely, mental health challenges are usually exclusionary criteria for autism services.

Two mental health therapists with a unique skill set that encompasses both autism and psychotherapy developed an innovative intake process to assess eligibility for the program. These therapists provide the counselling services to children, youth and families, and liaise with Autism staff to ensure the family's holistic goals are met. The program has required a lot of discussion and knowledge sharing across teams to bridge the significant differences between autism and mental health assessments, services and terminology. The collaboration has increased the skills and capacity of staff while, most importantly, making much-needed care available to youth with co-occurring mental health and autism.

**"I really like this program.
It's really helping me. I give
it a 9/10."**

—

YUSEF, 11 YEARS OLD



“When we started at Strides Toronto, our autistic son was in a very difficult place. Through the consistent ongoing support of our therapist Kate, his ability to handle stressors has increased so much that he is able to handle certain sensory (sound) challenges without noise (cancelling) headphones. He can now do new things with a positive outlook. Strides Toronto was a big part of our son’s ability to access tools to help him deal with ongoing anxious thoughts. We are thankful for this program!”

—

PARENT

Culturally Adapted Cognitive Behavioural Therapy

Prioritizing equity and access to our services includes recognizing that there are barriers to effective outcomes for racialized families and culture can inform one's responses to situations. As a mental health agency serving multi-cultural client communities, we want to implement a culturally adaptive approach to the evidence-based therapy models we use. Our Community Counselling Services sought the expertise of Psychologist Dr. Natasha Williams, who provides training to therapists on Culturally Adapted Cognitive Behavioural Therapy (CA-CBT) approaches specifically tailored to clients of Caribbean heritage. Dr. Williams gave a two-day CA-CBT training for Strides Mental Health therapists that could be applied to a range of clients, including those from the English-speaking Caribbean communities. We will continue to engage Dr. Williams to ensure all staff have the tools and skills to respond with a culturally adaptive lens.



Strategy Division



As the Lead Agency for the City of Toronto, Strides Toronto partnered with 23 core service providers to launch a central point of intake (CPI) for intensive mental health services and led the One Stop Talk / Parlons maintenant (OST/PM) virtual walk in program to address the province's mental health crisis. Through agency and collaborative, sector wide equity, diversity and inclusion initiatives, we continue to work towards making a measurable impact on anti Black racism and empowering youth. These range of initiatives reflect the sector's collaborative efforts to create a more accessible and comprehensive mental health support system for all.

The Launch of Help Ahead as the Central Point of Intake

After years of planning and engagement, on June 12, 2023, Help Ahead successfully became the central point of intake (CPI) for infant, children and youth intensive mental health services. Launching with a focus on intensive services (e.g., live in treatment, day treatment, intensive in home treatment), the Help Ahead team operates on behalf of and in partnership with infant, children and youth mental health (ICYMH) service providers. It provides information, intake and referrals to support seamless transitions to care, reflecting feedback from young people and their families about the difficulties they had finding the help they needed in a timely manner.

The launch is the culmination of work of many across the sector, and a testament to what we can achieve when we work together. With the initiation of phase one complete, we look forward to the next and final phase of the project, when Help Ahead will provide intake and navigation for all core services within the infant, child and youth mental health sector.

Transformational change is demanding, but working collaboratively with all our service providers and sector partners enables us to build a single front door to service.

Over the past year, some new programs and initiatives have transformed the landscape of infant, child, and youth mental health across the province.

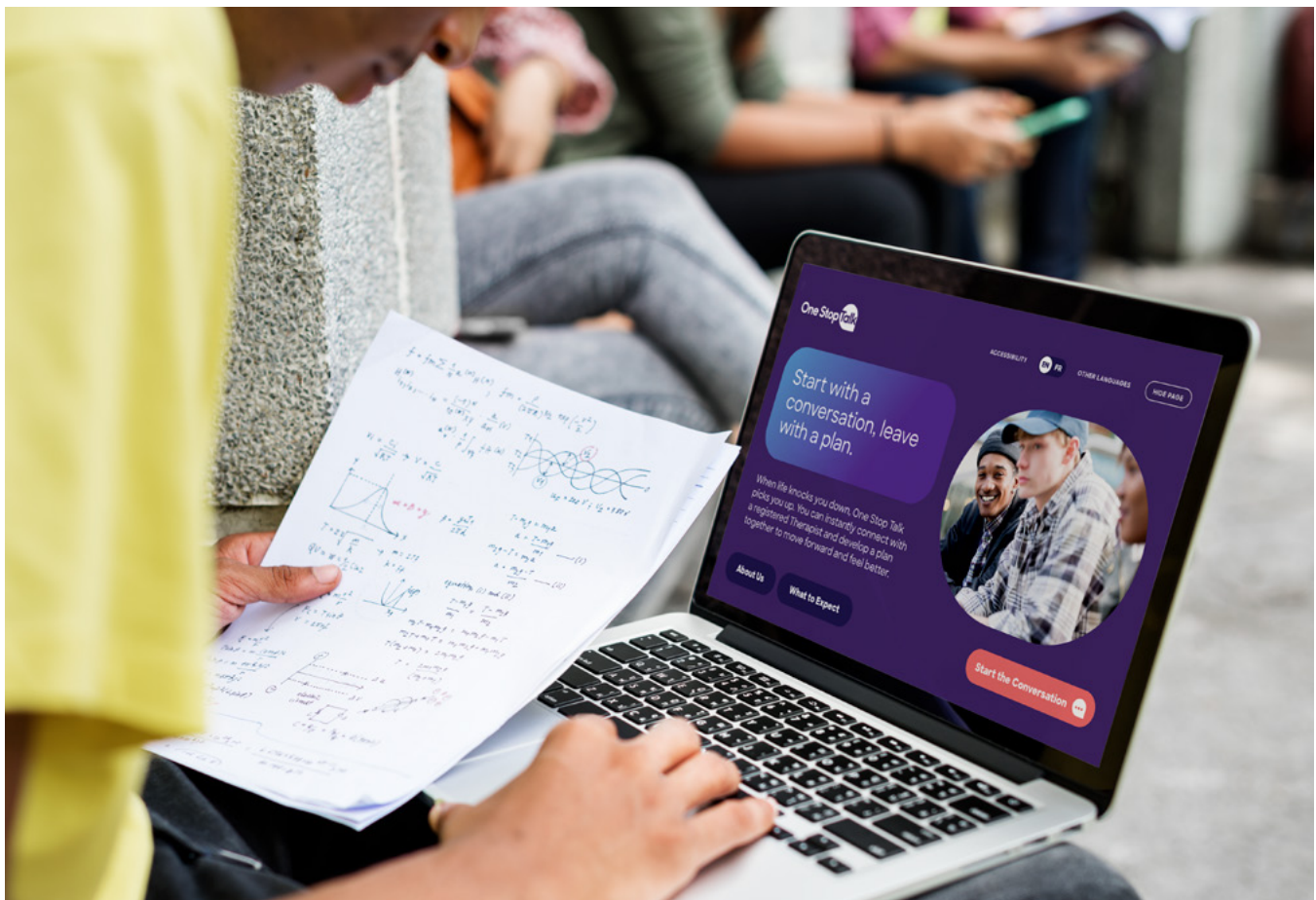
One Stop Talk/ Parlons maintenant Program

Amid the province's mental health crisis, waitlists continue to expand for children and youth seeking counselling support. This has left many of them without access to the immediate care that they require when they need it. In response, the Lead Agency Consortium (LAC) launched One Stop Talk / Parlons maintenant (OST/PM), a bold idea that removes geographical barriers to meaningfully support infants, children and youth with mental health challenges.

OST/PM is a free, province-wide virtual walk-in service designed to streamline access to mental health support for children and youth (aged 0-17 years) anywhere in Ontario. Services are offered through a network of agencies across the province. Users can connect with a registered therapist (online or by phone) for a session of brief therapy that

typically focuses on a single issue, lasts an hour, and supports the client to co-develop an action plan with their therapist to help them move forward after their session. Clients with more complex needs can be referred for further intervention.

Launched in November 2022 as a pilot followed by two more successful phases, the program now has 20 agencies on board and is available to every child and youth in the province. This transformational initiative is funded by the Ministry of Health and aligns with the government's *Roadmap to Wellness* and its commitment to creating a connected and comprehensive mental health and addictions system that ensures Ontarians receive the right level of service at the right time in the right place.



Equity, Diversity and Inclusion

Strides Toronto continues to strengthen our Equity, Diversity and Inclusion (EDI) activities through agency and sector-wide initiatives. Strides EDI committee, and Anti-Black Racism Task Force are made up of staff who represent a range of intersectional experiences and expertise. Their contributions support Strides Toronto to achieve more equitable outcomes for the community, guided by five overarching themes:

- Organizational leadership and commitment
- Workforce diversity and capacity development
- Client and community needs and engagement
- Inter-organizational and multisectoral partnerships
- Continuous improvement

A significant EDI achievement this year was collaborating on organizing and facilitating a hybrid in-person and virtual symposium to launch the *Honouring Our Promise: Ending Anti-Black Racism (HOPE)* report. The well researched report outlines the complex, systemic issues affecting Black children, youth and their families who engage with the mental health system and provides a multi-year strategy to meaningfully dismantle anti-Black racism across the sector. More than 300 people from agencies across the province attended the symposium, with 98% of survey respondents agreeing it was a worthwhile event. The HOPE symposium was an important first step in answering the report's recommendations for our mental health system to prioritize better outcomes for Black children and youth.



The symposium was just one of many efforts we made to highlight and facilitate diverse, intersectional experiences in mental health, autism services and family support this year. We held knowledge exchange sessions with subject matter experts, professional practitioners and community members who shared their intersectional equity and inclusion stories. At one of many powerful events, Dr. Brenda Wastasecoot discussed her Ph.D. thesis about the impact of art therapy on her ability to process her Indigenous experiences on the National Day of Truth and Reconciliation. During Black History Month, Dornalee Saunders shared her experience of being a deaf, Black female entrepreneur.

To provide community members and staff with culturally specific resources, we launched the Black Excellence Community Library, an online resource promoting content by and for Black communities. A seven-day Black Mental Health Week event was a collaboration with several organizations including TAIBU, the George Hull Centre, Tropicana Community Services and the City of Toronto. The event centered on the theme “Be You, Be Well” and featured uplifting presentations by and for community members exploring the many facets of Black mental health. The agency is also working with the Ted Rogers Diversity Institute to design and deliver agency-wide anti-racism, anti-hate and anti-oppression training and orientation as part of a curriculum for continuous improvement.

We are excited by the momentum of our EDI accomplishments this year. Strides continues to work to move from EDI as a point of focus in our work to being embedded as an integral element of how we interact and do work for positive outcomes.

Provincial Youth Outreach Worker Program

The Provincial Youth Outreach Worker (PYOW) program serves as a vital conduit for guiding and supporting youth and mitigating risks to their well-being. With a network of over 130 Youth Outreach Workers (YOWs) across the province, the program enhances youth resilience and outcomes through early intervention, needs assessment and connecting youth to crucial community resources and services.

A YOW shared the following statement on the impact the PYOW program has on their community:

“This program offering outreach to our youth is an integral service needed in these unprecedented times. There are so many youth and their families that are unable to reach out to mainstream resources. We as frontline workers are the bridge that helps our youth trust again. We work to build relationships to ultimately alleviate the barriers they face to education, mental health services, addiction services, family mediation and the list goes on. Please know that this program makes a difference. The lives it has saved, the families it has reunited are all because this program was put into place.”



Over the past year, several noteworthy enhancements have been made to the program, including the implementation of the TREAT Information Management System and the stabilization funding provided by the Ministry of Children, Community and Social Services.

TREAT Information Management System

Designing and implementing the new PYOW program database was a major project this year. The goal was to replace the previous Outreach Record (OR) database with an information management system that is more user-friendly, reduces the administrative load on front-line workers, supports supervisors, and enhances data accessibility.

Stabilization Funding

The YOW program received a much needed and appreciated stabilization funding increase from the Ministry of Children, Community and Social Services as of April 2023. This annualized increase is intended to address recruitment, retention, and training challenges, as well as program and administrative costs for existing the program. This funding underscores the program’s value and strengthens its future trajectory.



Our Funders and Donors

Thank you! With your support Strides Toronto is making a difference in the lives of children, youth and families.

Funders

Centre for Addiction and Mental Health
Children's Aid Society of Toronto
Children's Hospital of Eastern Ontario (CHEO)
City of Toronto
Immigration, Refugees and Citizenship Canada
Malvern Family Resource Centre
Michael Garron Hospital
Ministry of Children, Community and Social Services
Ministry of Health
Ministry of Heritage, Sport, Tourism, and Culture Industries
Native Women's Resource Centre of Toronto
Operation Springboard
Public Health Agency of Canada
RBC Foundation
Scarborough Addiction Services Partnership
Surrey Place Centre
The Christian and Missionary Alliance in Canada
Toronto District School Board
United Way of Greater Toronto
Women and Gender Equality Canada

Donors

\$1,000 TO \$9,999

CHUM Foundation
Donna Chow
Judy and Paul Huyer
Janet McCrimmon
Margaret Wood
Timothy Eaton Memorial Church
Zoe Silverberg-Ceresne

\$500 TO \$999

Tom Moutsatsos
Vignesh Nithyanandam
Jordan Ross
Scott and Amanda Sinclair
Anne Walters
Megapro X

\$200 TO \$499

Lauren Dade
Anastasia Giannaris
Louise and Michael O'Neill
Paul Van de Laar

UP TO \$199

Loraine Bairstow
Kiaunna Bennett
Linda Brightling
Cerita Brown

Donna Burke in the name of Kevin Burke and Gitte Hanson of Scarborough
Sibel Cicek
Andrew Cooper in memory of Dylan Cerny-Salisbury
Luciano De Feo
Bryan Heal
Wen-Ching Hsu
Cindy King
Marta Kivik
William Lumsden
Eileen MacNevin
Greg Moors
Tammie Orifa
Eleanor Page
Jason Pilz
Vidya Rajasingam
Ross Ridout
Melanie Rodriguez
Byulna Ryoo in honour of Theo Salmina Sabah
Ragaven Sabaratnam
Nadia Sahadeo
Anthony Scolaro
Divya Steinwall

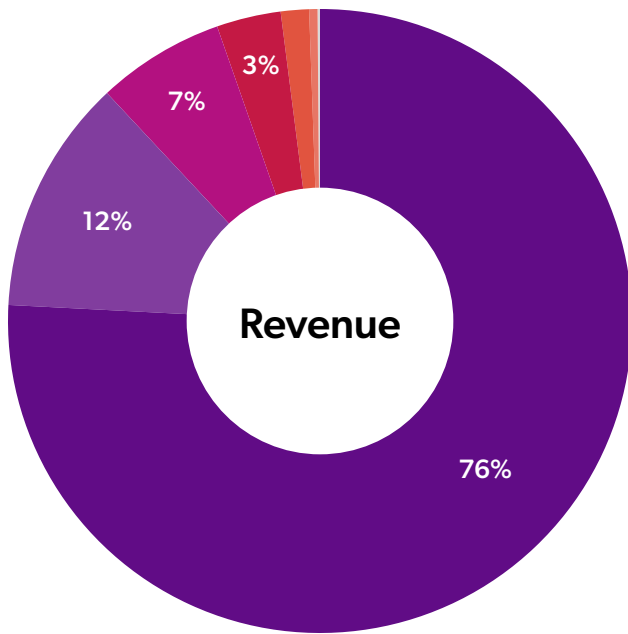


Financials

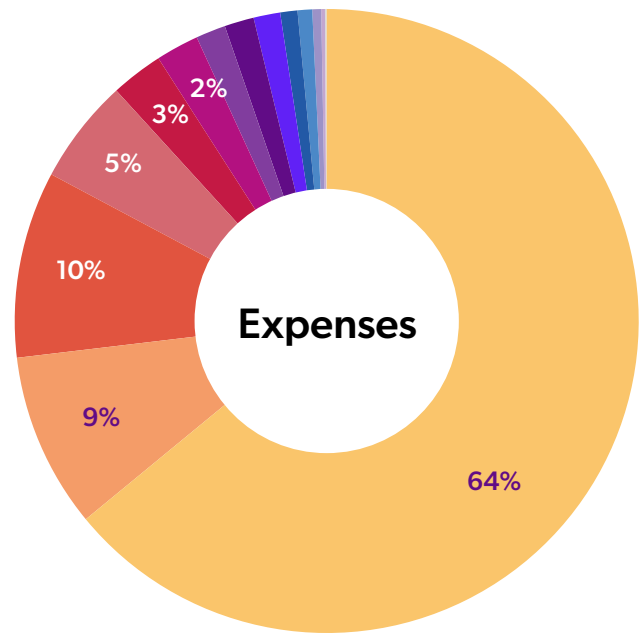
Revenue	YEAR ENDED MARCH 31, 2023	YEAR ENDED MARCH 31, 2022
● Government Grants		
<i>Ministry of Health</i>	17,091,950	14,265,523
<i>Ministry of Children, Community and Social Services</i>	6,984,917	7,532,770
<i>City of Toronto</i>	1,699,396	3,287,035
<i>Federal Government</i>	1,149,899	1,221,218
● Surrey Place Funding	4,338,777	350,808
● Special programs funding	2,349,353	2,201,860
● Fee for service	1,183,083	660,339
● Investment Income	518,278	146,546
● Other	153,463	97,866
● Donations and Fundraising	44,517	156,342
	\$35,513,633	\$29,920,307

Expenses	YEAR ENDED MARCH 31, 2023	YEAR ENDED MARCH 31, 2022
● Salaries and wages	22,401,047	17,720,920
● Employee benefits	3,174,800	3,096,258
● Contracted-out services	3,381,874	2,059,758
● Rent	1,902,701	1,712,557
● Travel and communication	946,561	336,706
● Training costs	780,647	304,932
● Other services	539,813	426,094
● Purchased client services	533,576	416,585
● Other supplies and equipment	483,898	231,991
● IT - supplies and equipment	311,370	1,293,688
● Repairs and maintenance	264,238	451,318
● Insurance	160,497	190,478
● Utilities	67,361	56,551
● COVID-19 expenses	31,289	1,225,322
	\$34,979,672	\$29,523,158

Excess of revenue over expenses before other items	\$533,961	\$397,149
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- Government Grants
- Surrey Place Funding
- Special programs funding
- Fee for service
- Investment Income
- Other
- Donations and Fundraising



- Salaries and wages
- Employee benefits
- Contracted-out services
- Rent
- Travel and communication
- Training costs
- Other services
- Purchased client services
- Other supplies and equipment
- IT - supplies and equipment
- Repairs and maintenance
- Insurance
- Utilities
- COVID-19 expenses

Other items	YEAR ENDED	YEAR ENDED
	MARCH 31, 2023	MARCH 31, 2022
Unrealized gain (loss) on investments	44,095	87,029
Amortization of property and equipment	(984,587.00)	(800,178)
Amortization of deferred capital contributions	981,405	745,437
Amortization of lease inducements	26,449	50,834
	\$67,362	\$83,122
Excess of revenue over expenditure	\$464,511	\$175,874

A Dedicated Team

We have incredible staff! Together, we have accomplished so much. Thank you to all of our staff and special recognition for those celebrating service anniversaries last year.

35 YEARS

Vicki Barsh, Child and Family Therapist

30 YEARS

Nicole Burke, Manager, Day Treatment

25 YEARS

Darcy Souliere, Child Care Consultant

Ghenet Andikiel, Family Home Visitor

Darshan Bansal, Family Home Visitor

Susan Berati, Family Home Visitor

Eva Suet Ha Leung, Family Home Visitor

Marta Palamoudian Alas, Family Home Visitor

Selvanithy Sathiaruban, Family Home Visitor

Kathryn Bardeau, Help Ahead Intake Agent

Sandy Cheng, Speech and Language Pathologist

20 YEARS

Michael Guthrie, Youth Worker - Live in Treatment Services

Nicole Livingstone, Child Care Consultant

Bebe Limeback, Child Care Consultant

15 YEARS

Deepa Singh, Child Care Consultant

Jessica Valteau, Interim Manager - Youth Engagement

Michael Shreves, Senior Manager, Mental Health

Vanessa Adams, Intake Coordinator

Christina Khoury, Live in Treatment Relief - Sleeping Overnight

Darren Nash, Youth Outreach Worker

Tonisha Edmund-Brown, Day Treatment Child and Youth Worker

Jennifer Brans, Clinical Supervisor, Autism Services

Sheena Karim, Community Resource Navigator

Sharlyn Wilson, Overnight Youth Worker - Live in Treatment Services

Nicole Mcewen, Manager, Entry to School

Linda Roy, Child and Family Therapist

10 YEARS

Claudia Jeyagnanam, ABA Therapist

Hebba Hassan, Day Treatment Child and Youth Worker

Fahmida Momen, Youth Worker - Live in Treatment Services

Shirley George, Receptionist 1

Nejla Moghtaderi, Intake Worker - Autism Services

Ashleigh Olders, Clinical Supervisor, Autism Services

5 YEARS

Iniya Sivakumaran, ABA Therapist

Katherine Kalucki, Manager, Entry to School

Wanda Borges, Help Ahead Intake Agent

Amy Choi, ABA Therapist

Amber Vaters, ABA Therapist

Christine Trang, Classroom Facilitator 1

Aleesha Karthigesu, Developmental Services Worker

Angelica Arnott, Intensive Behaviour Therapist

Jessica Ridding, Intensive Behaviour Therapist

Anzhela Ghazaryan, Day Treatment Child and Youth Worker

Katrina Nicolas, Intensive Behaviour Therapist

Maggie Vernon, Intensive Behaviour Therapist

Sarah Macleod, Director, Human Resources

Warda Qazi -Ahmed, Intensive Behaviour Therapist

Jillian Holt, ABA Therapist

Michelle Bowen, Youth Worker - Day Treatment

Naomi Johnson, Infant Mental Health Therapist

Liana Balejo, Intensive Behaviour Therapist

Linda Lee Berkowitz, Manager, Intensive Treatment Services

Catharine De Leeuw, Director, Strategy and Quality

Nicole Purugganan, Intensive Behaviour Therapist

Breanna Sollecito, Youth Worker - Live in Treatment Services

Anna Neuman, Child and Family Therapist

1200 Markham Road, Suite 200
Scarborough, Ontario M1H 3C3
Phone: 416 438 3697 | Fax: 416 438 7424

Monday to Thursday, 8:30 am – 7:00 pm
Friday, 8:30 am – 4:00 pm

325 Milner Avenue, Suite 110
Scarborough, ON M1B 5N1
Phone: 416 321 5464 | Fax: 416 321 1510

Monday to Thursday, 9:00 am – 6:00 pm
Friday, 9:00 am – 5:00 pm
Saturday, 8:30 am – 3 pm

Have a question? Want more information? Go to
StridesToronto.ca or email **contactus@stridesutoronto.ca**



Helping children, youth
and families thrive

