

THRIVE

Child Development Centre
Centre de développement de l'enfant

ANNUAL REPORT

2023-2024



www.kidsthive.ca

THRIVE

WHO WE ARE:

THRIVE Child Development Centre helps children and youth with diverse abilities to achieve their highest potential. One of twenty-one children's treatment centres across Ontario, we support children & youth from 0-18 years of age who are impacted by differences in physical, perceptual, communication and/or developmental trajectories. We build on their unique strengths, gifts and talents so that they and their families can truly THRIVE!

OUR MISSION

THRIVE empowers children and their families to reach beyond what is expected toward the extraordinary.

OUR VISION

A future of possibilities.

WE BELIEVE IN:

- The voice of our children, youth, and families.
- Interactions framed by respect and dignity.
- Opportunity through fairness, equity, and inclusion.
- Achieving excellence through innovation, curiosity, and optimism.
- The power of teamwork and partnerships.



We acknowledge that THRIVE Child Development Centre is located within the Robinson-Huron, Robinson-Superior and James Bay Treaty Territories. These are the traditional territories of the Anishanaabeg, Cree, and the Métis People. We hold in great respect the sovereignty, the lands, the histories, the languages, the knowledge systems and the culture of the First Nations and Metis people with whom we may work.



OUR BOARD OF DIRECTORS

Top Left to Right: **Kathleen Osesky, Cait Tomlinson, Matthew Paquette - Treasurer, Angela Verzosa, Kara Wilding-Paat**
Bottom Left to Right: **Isaiah Bressan - Vice President, Jessica Calic, Syd Parlour - President, Diane Marshall - Secretary, Matteo Ianni Palarchio - Youth Representative**

2023 - 2024 IN REVIEW: Report of the President and Chief Executive Officer

We are pleased to present this year's annual report for THRIVE. We have so much to celebrate, as we are so proud of the many successes you will see throughout the report. These successes are the result of the hard work of our team, and also from our positive interactions and relationships built with our children, families and community partners.

Our commitment to the vision, mission and values of the agency continues to be the foundation for everything we do. Our dedication to family-centered care, strength-based services, and service excellence is at the centre of all we do and allows us to provide quality and trustworthy services to our children and families.

THRIVE Child Development Centre has a highly engaged, progressive and dedicated Board committed to providing excellent governance and support. THRIVE's staff, Board of Directors and THRIVE Foundation are committed to providing services that will meet the individual needs of children with diverse abilities, in supporting them in achieving their own personal "extraordinary".

Our Strategic Plan, developed in 2022, has guided our work and will continue to do so over this next fiscal year. It is driven by our **strategic directions**, which provide clear focus and direction while still allowing us to respond and adapt as circumstances evolve over the coming years. The strategic directions include:

- Enhancing Awareness and Collaboration
- Ensuring a Quality Client Experience
- Investing in Culture and People
- Strengthening our Systems and Infrastructure

THRIVE has experienced significant growth over the last few years by acquiring new programs/services, team members and office space. This past year, we focused on identifying ways we can improve and enrich our services offered to children and families, ensuring a high quality of care in all services received at THRIVE. We spent time developing both clear service pathways and enhanced services offered through THRIVE and with community partners.

We would not be here if not for our incredible team members that work at THRIVE. We focused on strengthening our organizational culture through engagement and collaboration, retention of our talented staff, and the promotion of well-being and professional development opportunities.

THRIVE transitioned our entire electronic management system to Alayacare, a newly modernized information system used by many children's treatment centres throughout the Province. Our THRIVE team demonstrated adaptability through this transition and came together to learn from each other and support each other during information sharing, training, and implementation.

We continue to strive for an inclusive community of belonging, enhanced collaboration with our community partners, and the delivery of an exceptional service experience for children and families.

The agency has so much to celebrate. What follows are highlights from THRIVE's program, service activities and provincial initiatives.

OUR LEADERSHIP TEAM

CHIEF EXECUTIVE OFFICER & DIRECTORS

Lisa Henderson, Chief Executive Officer
Mirja Keranen, Business Director
Kendra Turpin, Director of People & Culture

CLINICAL LEADS

Rayanne Roberge, Ontario Autism Program
Maxine Orr, Occupational Therapy
Scott Nieson, Physiotherapy
Tina Coombs, Family Support Services

PROFESSIONAL SERVICE MANAGERS

Kate Lawrence, Community & School-Based Rehabilitation Services
Melissa Svantesson, Ontario Autism Program
Sarah Bates, Early Childhood Education
Lanna Coletti, Family Support Services

PROFESSIONAL PRACTICE LEADS

Speech-Language Pathology - Lisa Runco, Hillary Landry,
Madeleine Besner, Sara King
Occupational Therapy - Justine Slewidge, Carolyn Zep
Ontario Autism Program - Rejeanne McKinnon
Entry to School Program - Denise Wysynski
Preschool Program - Tammy Warick

Programs and Services Highlights

Community Based/School Based Rehabilitation Services

Occupational Therapy Services (OT)

There have been many exciting things occurring in the Occupational Therapy Department. In July 2023, the OT team completed a full service review which resulted in the following decisions/changes:

School Based Rehabilitation Services (SBRS)

Service guidelines were developed and implemented that outlined:

- what will be offered to address fine motor concerns which impact students' abilities to meet written expectations
- types of support provided, and for how long, based on age.

THRIVE continued to be a part of CanChild/McMaster Research study on the impact of modifying how Partnering for Change (P4C) is implemented. THRIVE partnered with Huron Superior Catholic District School Board and the Algoma District School Board to implement P4C in 5 schools. The feedback from all the schools, including the Research school, has been positive, and all schools have requested P4C continue during the 2024/25 school year. Education videos and supports have been developed to help Educators understand how sensory-processing can impact self-regulation.

Community Based Rehabilitation Services (CBRS)

We identified changes to our service model in OT Community Based services. Children up to the age of 6 will continue to receive services, with some exceptions beyond 6 to ensure supports are in place. The Family Advisory Committee was engaged to figure out how to best roll out this change. The change in the age mandate for CBRS will be rolled out over the 2024/25 fiscal year and will reduce wait times to allow for early intervention.

THRIVE has developed practice guidelines for commonly referred issues that often cannot be resolved by OT alone. Guidelines that have been developed and implemented include: PICA, Toileting, Bus Restraints, and Student Accommodations.

Clinics

The Sensory Clinic has updated all the parent education (in-person and virtual). Families are provided with links to education upon referral, to assist with immediate skill building and understanding of their child's sensory strengths and challenges.

Implementing PPL positions

The leadership structure now includes two Professional Practice Leads - OT to assist in managing clinical operations.

Speech and Language Services (SLP)

In January 2024, the SLP department met to review Preschool Speech and Language and Children's Rehabilitation Guidelines issued by the Ministry in the fall of 2023. Discussions and brainstorming around Ministry recommendations took place from January to March 2024 surrounding issues such as waitlist times, age mandates and Tier 1 Intervention services. Ongoing work to implement these guidelines continues. The Speech and Language Department trialed a new leadership structure in January 2023 which consists of 4 Professional Practice Leads (PPL) covering various duties and responsibilities supported by the Professional Services Manager. This model worked very well and final evaluation determined this model would be adopted for this department moving forward.

Physiotherapy Services (PT)



Over the past year, the Physiotherapy team has worked hard at defining our service priorities and mapping out our pathways for the various program and service areas. This work will prove valuable in allowing timely and equitable services across all of our service areas. There were vacancies over the previous year and THRIVE developed some great partnerships with Radiance Physiotherapy and SHINE Pediatric Physiotherapy to

support in the delivery of services in our Plagiocephaly/Torticollis pathway. In January 2024, these services were brought back in-house. The team continues to work at streamlining the pathway so that clients receive timely and equitable services.

Family Support Services

Family Support Services had another exciting year that was filled with growth and change. The Infant and Child Development (ICDP) team became complete in early 2024, with the addition of a position based out of the North (Wawa) location, allowing families in the North to have direct and consistent service in their communities. This position became possible because of the hard work and dedication from the Sault based staff that serviced the North in 2022-2023.

The ICDP team also worked extremely hard to develop and implement a strategy to address the waitlist. Clinic days were implemented for the Sault Ste. Marie location, and every Wednesday, families from the waitlist were invited to come in for an initial screen and consultation. At that appointment, families were provided with information about their child's development, and offered education, resources, and strategies to promote development or address priority concerns. Referrals to other THRIVE services or outside community services were also facilitated. This model helped the program meet and achieve program and Ministry standards as children are being seen within 90 days of the initial referral date to THRIVE. The model has also allowed for higher-risk children requiring immediate service to be identified and brought on to caseload in a timely manner.

One other highlight to note with ICDP is the partnership with the Huron Superior Catholic District School Board (HSCDSB). THRIVE now has a half-time ICDP position dedicated to providing services to children identified by the HSCDSB schools, through a specific pathway, to support their transition into their first year of school, (JK or SK). The program is intended to provide services to children who are demonstrating developmental delays and may not have had access or been identified as benefiting from community services prior to their start in JK or SK. Through this pathway, the ICDP consultant provides the service to children and their families, while liaising with the school to ensure positive flows of communication, and to ensure that the necessary planning and support is implemented for the child at the school and home environments.



THRIVE's ICDP Team

Finally, the Fetal Alcohol Spectrum Disorder program (FASD) has taken off to new heights! Community and family engagement is consistently growing and the program's presence in the schools has never been better.



Red Shoes in Honor of FASD Awareness Day

Early Learning Resourcing and H.S. McLellan Preschool

H.S. McLellan Preschool

H.S. McLellan Preschool was very excited to invite families into our program over the last year. During the pandemic, we missed the many opportunities to connect with families in person and families missed spending time engaging in activities with their children and educators. Our family events this year included a winter celebration, a fire truck experience, a family planting event, and a year-end celebration. Families were also consulted when planning for summer experiences like mud day, beach day, camp day, and summer Olympics; all days that built upon the interests of children in our program. It has been such an incredible experience to connect once again. A focus of H.S. McLellan Preschool has been to include children, parents, and visiting professionals in the many ways that the children have been involved in exploration, creativity and learning. The educators have used electronic applications, classroom walls and hallways, monitors and white boards to showcase the learning in meaningful ways. A fond memory for the preschool this year, was a strengthened connection with one of our community partners. CiNTAS visits H.S. McLellan Preschool to switch out the wet and dirty mats for new clean ones during the late fall and winter months. The children always cheer for the "Mat Man" when he arrives to change the mats. He made a surprise visit in July this year, bringing with him a special mat that was custom-made for the Preschool. It displays the name "Mat Man" with a cartoon drawing of a superhero with a cape and CiNTAS clip. Both the children and educators were touched by the kindness and relationships built with CiNTAS.



Our educators continue to create soothing environments that foster a sense of calm and engagement. With many professionals, students and families visiting our preschool, we would like all to arrive feeling welcome with a sense of peace.

Early Learning Resources

Early Learning Resources has been working to support as many children and licensed childcare programs in the district of Algoma as possible. We have a current team of 5 ELR consultants. We have worked to capture all the amazing work being completed by our Early Learning Resource Consultants through an increased gathering of monthly data. Our Early Learning Resources team has been focused on building the capacity of Early Childhood Educators in Algoma. They have been working in partnership with the District of Sault Ste. Marie Social Services Administration Board and the Algoma District Social Services Administration Board. The Consultants have been providing a rotation of scheduled training options throughout SSM and district, including Hanen Teacher Talk, supporting educators to learn to identify children's conversational styles and the role they play in interactions, and Understanding Inclusion through the Foundations of Learning, a look at belonging, well-being, engagement and expression through an inclusive lens. The response to these trainings has been very positive.

Early Learning Resources is continuing to explore ways to support programs and children in meaningful ways. A recent endeavor has been a lending materials option in Sault Ste. Marie. Early Learning Resource Consultants provide options to lend materials that support both individual and program needs. The Consultants also provide additional modelling and training on the use of the materials. Following the lending period, programs decide if they would like to purchase similar items. In the district of Algoma, Consultants have been working to support licensed childcare programs with meaningful inclusive language on their walls and in their classrooms. We look forward to a continued partnership with the Algoma District Social Services Administration Board.

Ontario Autism Program (OAP)

THRIVE's OAP Program provides supports in Behavioural Therapy services. We have been successful in our Fee for Service model, where we offer and provide Applied Behaviour Analysis Services to children and families receiving funding through the Ministry of Children, Community and Social Services; THRIVE continues to develop services for children, youth, and families for the new needs-based Ontario Autism Program. We worked diligently with families, along with our OAP Support Coordinator, to gain valuable feedback regarding the needs of our community in terms of service delivery for our OAP clients and families.

We have introduced more social skills and group-based programming, as well as flexibility in service locations; now offering OAP services across all of our Thrive locations.

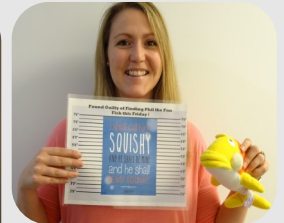


THRIVE's OAP Team

THRIVE has played an active role in the delivery of Foundational Family Services through the Northern Collaborative. Foundational Family Services aim to build a family's capacity to support their child's learning and development.

We are in our third year of the OAP Entry to School Program, and this year we added a second location in the Elliot Lake community. 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.

Blast from the past...



2023- 2024

THRIVE Child Development Centre Foundation Report

Our community's generous donors allow THRIVE Child Development Centre Foundation to provide ongoing financial support to THRIVE Child Development Centre for the special rehabilitation services and programs that the Centre provides to the children and youth with diverse abilities in Algoma.

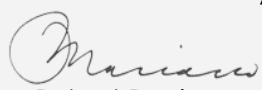
Thank you, donors. We are so grateful.

Thank you to the Rotary Club of Sault Ste. Marie, Dr. Lou and Mae Lukenda Charitable Foundation, St. Mary's College Heaven Cent, Club Calabrese, and Hydro One Inc. Employees' and Pension Charity Trust for their meaningful donations. Also, thank you to Krazy Ernie's and RJ's Market for directing the proceeds from their pull tab ticket sales to the THRIVE Foundation and THRIVE respectively.

Special fundraising events included Soo Sings for Kids with Team Encore, consisting of Algoma Public Health, Canadian Mental Health Association and ARCH, donating their proceeds to THRIVE Foundation, a golf tournament sponsored by Soo Mill and the Rotary Club of Sault Ste. Marie, and a tribute concert sponsored by BenefitShow.net. All events were well attended and enjoyed by the community.

During the next year, the Foundation will continue to provide financial assistance to the Centre so that it can carry on its important work in our community.

Once again, thank you to all. Our collective work is truly amazing.



Robert Paciocco
President



Lisa Henderson
Secretary

The Auditor's Report THRIVE Child Development Centre Foundation

The Auditors Report of Suraci & Olszewski LLP, Chartered Professional Accountants, dated June 18, 2024 is appended to the comprehensive financial statements from which this financial summary was obtained.

A complete set of audited financial statements are available upon request from THRIVE Child Development Centre.

THRIVE CHILD DEVELOPMENT CENTRE FOUNDATION FONDATION DU CENTRE DE DÉVELOPPEMENT DE L'ENFANT

STATEMENT OF OPERATIONS AND NET ASSETS FOR THE YEAR ENDED MARCH 31,

	2024	2023
Revenue		
Contributions and donations	\$ 92,352	\$ 74,918
Fundraising	35,447	26,010
Interest	22,297	10,774
	<u>150,096</u>	<u>111,702</u>
Expenses		
Administrative and office expenses	14,400	-
Advertising, promotion and publicity	9,392	3,220
Bank charges and interest	626	374
Contributions and donations	25,913	15,000
Family assistance	1,110	-
Fundraising expenses	14,827	12,677
Supplies and miscellaneous	506	164
Professional fees	6,537	1,562
	<u>73,311</u>	<u>32,997</u>
Net Revenue (expenditure)	<u>76,785</u>	<u>78,705</u>
Unrestricted net assets, beginning of year	527,303	448,598
Unrestricted net assets, end of year	<u>\$ 604,088</u>	<u>\$ 527,303</u>

OUR FOUNDATION

Robert Paciocco—President

Susan Vanagas-Cote—Vice President

Michael Skinner—Treasurer

Lisa Henderson—Secretary

Cindy Onofrio

Pino Caputo

Edie Suriano

The Auditor's Report

THRIVE Child Development Centre

The Auditors' Report of Suraci & Olszewski LLP, Chartered Professional Accountants, dated June 24, 2024 is appended to the comprehensive financial statements from which this financial summary was obtained.

A complete set of audited financial statements are available upon request from
THRIVE Child Development Centre.

THRIVE CHILD DEVELOPMENT CENTRE CENTRE DE DÉVELOPPEMENT DE L'ENFANT

STATEMENT OF FINANCIAL POSITION AS AT MARCH 31,

	2024	2023
ASSETS		
CURRENT		
Cash (note 1)	\$ 3,451,491	\$ 3,472,024
Accounts receivable (note 2)	321,352	314,661
Prepaid expenses	37,786	9,051
	<u>3,810,629</u>	<u>3,795,736</u>
CAPITAL ASSETS (note 3)	660,902	735,716
	<u>\$ 4,471,531</u>	<u>\$ 4,531,452</u>
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	\$ 788,037	\$ 751,304
Government remittances payable	87,560	77,725
Due to Ministry of Children, Community and Social Services	204,725	569,827
Deferred contributions (note 5)	931,276	930,539
	<u>2,011,598</u>	<u>2,329,395</u>
DEFERRED CAPITAL CONTRIBUTIONS (note 6)	660,902	728,177
	<u>2,672,500</u>	<u>3,057,572</u>
NET ASSETS		
Net assets invested in capital assets (note 8)	-	7,539
Net assets unrestricted	1,799,031	1,466,341
	<u>1,799,031</u>	<u>1,473,880</u>
Commitments (note 7)		
	<u>\$ 4,471,531</u>	<u>\$ 4,531,452</u>

THRIVE CHILD DEVELOPMENT CENTRE CENTRE DE DÉVELOPPEMENT DE L'ENFANT

STATEMENT OF OPERATIONS YEAR ENDED MARCH 31,

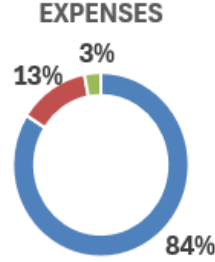
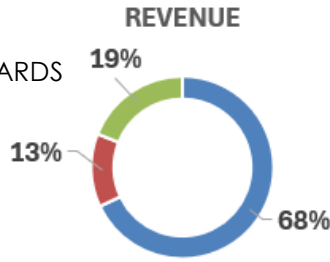
	2024	2023
REVENUE		
Ministry of Children, Community and Social Services	\$ 8,407,162	\$ 7,482,223
Preschool fees	90,298	132,609
District of Sault Ste. Marie Social Services Administration Board	1,187,595	988,891
Other recoveries	83,794	158,678
Client assistance fund	751	828
Lottery revenue	21,239	16,991
Other revenue sources	2,161,189	2,260,962
Contributions from THRIVE Child Development Centre Foundation		
Fondation du Centre de développement de l'enfant	25,913	15,000
Algoma District Services Administration Board	334,945	238,795
Amortization of deferred capital contributions	100,413	92,316
	<u>12,413,299</u>	<u>11,387,293</u>
EXPENDITURES		
Amortization	107,952	106,303
Association and professional fees	32,519	31,157
Bank and service charges	7,377	4,952
Building and occupancy costs	333,584	339,797
Client assistance fund expenses	24,923	22,133
Lottery expenses	5,960	45,256
Insurance	53,605	37,666
Legal, audit and consulting fees	83,049	50,862
Maintenance and replacements	70,011	135,406
Office, computer and administration expenses	275,252	368,034
COVID-19 related expenses	-	6,020
Professional development and training	80,856	65,262
Program and therapy supplies and equipment	111,198	223,657
Referred out services	1,494,193	859,726
Recruitment and advertising	4,631	2,440
Salaries and benefits	9,228,564	8,497,070
Travel	174,474	137,436
	<u>12,088,148</u>	<u>10,933,177</u>
Excess of revenue over expenditures	<u>\$ 325,151</u>	<u>\$ 454,116</u>





empowers children and their families to reach beyond what is expected, toward the extraordinary.

- SOCIAL SERVICES ADMINISTRATION BOARDS
- OTHER
- MCCSS



- ADMINISTRATION
- BUILDING & OCCUPANCY
- PROGRAMS & SERVICES

The Ministry of Children, Community & Social Services (MCCSS) provides funding for Community Based and School-Based Rehabilitation Services, Occupational Therapy, Physiotherapy, Speech-Language Pathology, Social Work, Coordinated Service Planning, Respite Care Programs, Preschool Speech and Language Program, Fetal Alcohol Spectrum Disorder Program, Infant and Child Development Program; Ontario Autism Entry to School Program and associated Administrative and Support staff.

Social Services Administration Boards provide funding for Early Learning Resources in Sault Ste. Marie and the District of Algoma, and H.S. McLellan Preschool .

Other revenue may include fees collected for child care, recovery of expenses, other contracts, fee for service, interest, and donations from THRIVE Foundation.

Positive Outcomes, Family-Centered Care, Partnerships with community agencies, schools, daycares & hospitals.

34,693

Visits Between
April 1, 2023– March 31, 2024

234

Special Clinic Visits

17,843

Hours of Respite
Provided by Independent
Service Providers



Staffing headcount as of March 31, 2024

Therapy 87, Preschool Programs 33, Respite 1, Administration 18, Total: **138**

Specialty clinics include:

Orthopedic, Pediatric Neurology, Psychology, Seating, Orthotics, Assistive Communication and Writing Aids.

Client visits include face to face, telephone, and virtual.

138 People Employed

6 Algoma Office Locations

9 Placement Students

13 Volunteers

2928

Unique Clients Served

1711
New Admissions

803
Discharges

In accordance with the Public Sector Salary Disclosure Act of Ontario, THRIVE discloses that employees were paid a salary of \$100,000 or more in the year 2024. For more information, please visit <https://www.ontario.ca/page/public-sector-salary-disclosure>

THRIVE

and THRIVE FOUNDATION

gratefully acknowledge the valued support of our donors for their generous donations received between April 1, 2023 and March 31, 2024

\$ 250.00 +

- Ann Melville
- Brian and Leona Robertson
- Chong Dentistry Professional Corp.
- Club Calabrese of Sault Ste. Marie
- Colleen Singleton
- Curtis Zayet
- Elizabeth Mancuso
- George Stone & Son Ltd.
- Hydro One Employees & Pensioners Charity Fund
- Dr. Lou and Mae Lukenda Charitable Foundation
- North Shore Cruisers Car Club
- Randy Moore
- Rotary Club of Sault Ste. Marie
- Soo Sings for Kids—Team Encore
- Soo Mill
- St. Marys' College—Heaven Cent



St Mary's College—Heaven Cent Campaign



SPECIAL EVENTS AND SPONSORS



The Caverners Benefit Concert



Congratulations to Our Years of Service Recognition Recipients!

5 Years of Service



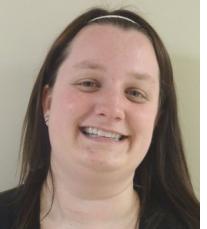
Sara King - Sara is one of our very talented Speech Language Pathologists and is based out of Blind River. Sara is also one of our Professional Practice Leads for our Speech department. Sara guides both her team as well as her clients and families with her wisdom and her smile. Sara's kind, caring nature is second to none! Sara has a unique ability to see things from many different perspectives and uses both her heart and her common sense to make just the right decisions for families and clients as well as for her team. Sara has been home on maternity leave for the last year and has been missed incredibly. Thank you so much for everything you do Sara!



Hillary Landry - Hillary is one of our very skilled Speech Language Pathologists as well as one of the Professional Practice Leads for our Speech department. One of Hillary's areas of expertise is in our Feeding clinic. She assists children and their families when oral feeding isn't going so well and trials endless solutions to the barriers that exist. Hillary's calm, rational demeanor is valued by everyone on her team. As a leader, Hillary is able to lead with all of the confidence and support that her team needs. We would be lost without you Hillary!



Julie Webb - Julie is one of our amazing Physiotherapists! Julie is a wealth of knowledge that her co-workers value on a daily basis. People can often be seen picking Julie's brain or asking for advice. Julie is energetic and puts all of her energy into serving her clients and families. Julie is very confident in her approaches and this in turn helps the families feel comforted in the milestones that they need to help their children achieve. Julie has a heart of gold that is obvious to everyone who interacts with her! Thank you so much Julie!



Andrea Marshall - We would like to thank Andrea for the last five years of her commitment to the Early Learning Resource department. Andrea is the first person to offer help to her ELR team in any way, whether this is through assistance with organization and scheduling, or providing a listening ear. Andrea works hard to develop relationships with the many licensed childcare programs she visits. Her recent connections with our home childcare community has helped support further training and relationships with home programs and providers that we have started servicing a lot more recently. Andrea is always open to learning and sharing her knowledge with others. The ELR team always enjoys the excitement on Andrea's face when she has new and relevant information to bring forward to the team. With the recent addition of a new ELR employee, Andrea has gone out of her way to help the new employee feel welcome and supported, she is always working to promote a sense of belonging amongst the team. Thank you for your dedication, development of connections, love for learning and support of others. We can't imagine our team without you, Andrea!



Cathy D'Amato - Congratulations on 5 years at THRIVE! Cathy is part of our East Social Work team but has been covering a maternity leave at our Intake department since December 2023. Cathy's calm and gentle approach has helped so many families through very difficult times. Cathy doesn't stop until she has done all that she possibly can to help. Cathy's willingness to help also extends to her colleagues and teammates and she is a tremendous asset to the teams in Sault Ste. Marie and in the East. We are grateful for all that you do!

Congratulations to Our Years of Service Recognition Recipients!

5 Years of Service

Andrée Labonté - Five at THRIVE! Drée is celebrating 5 years at THRIVE! Drée is one of two Service Planning Coordinators that provides service to families in Sault Ste. Marie and in the East District. Drée's passion for supporting children and families, especially underserved and vulnerable populations, and her fierce advocacy and service navigation skills benefit her families tremendously. Drée is always happy to support new members to the team and has been instrumental in overseeing students from Algoma University's BSW program. Thank you for all that you do for the families we serve!



10 Years of Service

Aimee Hooey - Aimee is a very skilled Communicative Disorders Assistant /Assistive Technology Consultant in our Speech and Language Department. She is also the Coordinator of our other CDA's on top of all of that! Aimee is one of the most creative, innovative and tech savvy people that exists! Her calm nature is also a very valued characteristic by her co-workers. Aimee can be seen working with a child one minute and then programming a communication device the next moment. She is a very valued member of our Assistive Communication and Writing Aid Clinic as well. She helps with the funding applications for families as well as programming the communication devices, followed by teaching the child and caregivers how to use it in everyday life. This amounts to an amazing amount of work and responsibility which Aimee handles confidently and proficiently. We would be lost without you Aimee!!!



Barb Nadeau - Barb began her career with us in January 2014 as our Office Receptionist, where she spent many years greeting and making clients feel welcome as they entered or called the Centre, arranging appointments and travel, ordering supplies, the list goes on. More recently, Barb was the successful candidate for the position of Executive Assistant, and is now supporting our CEO, entire leadership team, Thrive's Board of Directors, as well as Thrive Foundation. Barb arranges meetings and assists with clerical duties needed to keep things running smoothly. She also assists and mentors administrative staff with front office duties as needed. Her engaging personality and quick wit keep us laughing while we work and contribute to the great culture at Thrive. Thank you, Barb, for all your hard work over the past 10 years supporting our clients and families as well as staff. We appreciate you every day!



Ashley Main - Ashley is a very valued member of our Occupational Therapy team. She is one of our experts when it comes to assisting clients with seating and mobility needs as part of our seating team. She helps fit children into the appropriate wheelchairs, standers, and walkers just to name a few things. Ashley is also part of our community-based services team and sees our younger clients, both at home, and here at Thrive. The Occupational Therapy team is always very thankful for Ashley's calm and pleasant nature when facing tough situations. The many families that are involved with Ashley are so lucky to have all of her knowledge, wisdom, and most of all her beautiful smile. Ashley always sees the best in everyone and every situation. This is a very special trait that is invaluable. Thrive is so lucky to have you Ashley! Thank you!



Congratulations to Our Years of Service Recognition Recipients!

15 Years of Service



Charline Grossett - Charline started with the Centre as our Office Receptionist in 2009. Since then, she pursued more education and became our Finance and Human Resources Clerk in 2014. Lately, with the more than doubled growth of Thrive and the duties required, she is currently our Finance and Payroll Administrator. Her fantastic organizational skills, efficiency and attention to detail make her well-suited for this very demanding position, as she keeps the books for both Thrive and Thrive Foundation. Her time is spent paying all the bills, invoicing, lead payroll functions, reconciling the bank accounts and books, and audit prep to name a few...not a penny goes unaccounted for in her meticulous methods. Every number, paper and file in its place keeps a smile on her face! We would be completely lost without Charline in the Finance and Payroll department. Thank you, Charline, for all the years of hard work behind the scenes keeping our accounting and payroll records in such great order!



Mirja Keränen - Mirja has been a valued member of the THRIVE team over the last 15 years. Mirja started her journey with THRIVE as our Business Manager and her role evolved into the amazing Business Director that she is today. Mirja is someone you can always 'count' on to be there when needed. She has strong organizational skills and a keen eye for detail. We are so fortunate to have Mirja responsible to oversee our business practices, plan for funding, and balance our budgets annually. She is exceptional at preparing our annual budget, meets all of our deadlines for reporting and always makes sure our financial records are accurate for both the THRIVE Centre and THRIVE Foundation. She is so kind, generous, has a big heart, and she will go above and beyond to help someone in need. She also has a great sense of humor and is quick to participate in fun activities including dressing up in her minion costume at Halloween. Thank you Mirja for your continued leadership, guidance and support in ensuring THRIVE's business practices are exceptional. We appreciate you!



20 Years of Service



Nancy Cloutier - Nancy is one of our innovative Therapy Assistants. Nancy works out of our Elliot Lake office. She helps children and youth meet their occupational and physiotherapy goals, from Elliot Lake to Thessalon. Nancy works hard to build rapport with the clients assigned to her in order to move them forward in achieving their goals. Nancy is very creative and works hard to make things fun and interesting for the children on her caseload. Nancy is also very creative in her personal life and sells various craft items that she makes. Nancy is a dedicated, hard-working employee of Thrive that is greatly appreciated by all! Thank you so much for all that you do Nancy!

THRIVE

Congratulations to Our Years of Service Recognition Recipients!

25 Years of Service



Crystal Curlew - Twenty-five years of dedication to our H.S. McLellan preschool, Early Learning Resources, and our Children's Treatment Centre as a whole, is such an accomplishment! Many of our THRIVE employees have stories from their children about the wonderful songs, stories and activities you have engaged in with their children over the years. In our Early Learning Resources department, we have benefited from your years of experience in licensed childcare and so have the programs that you support. You continue to build the knowledge in trauma informed care, solution focused coaching and self/co-regulation, and you do so in a supportive and encouraging way. There have been many positive comments amongst the licensed childcare community and our many teams of professionals at THRIVE about the way that you share and advocate for brain and body learning. We can always count on you to be responsive to questions from your coworkers. You work to support different perspectives, share from previous experience, listen for alternative solutions, and promote forward thinking. We would also like to thank you for the roles that you fulfill within the THRIVE team, such as supporting the Joint Health and Safety committee and the training of all employees in Solution Focused Coaching. You are an asset to our organization. Thank you for your commitment, passion, advocacy and open mind set.



Could it be...Santa?





CREATING A FUTURE OF POSSIBILITIES!



CHECK US OUT!



www.kidsthive.ca



FOLLOW US!

@THRIVE Child
Development Centre



FOLLOW US!

@thrivectc

THRIVE

Child Development Centre
Centre de développement de l'enfant