



THRIVE

Child Development Centre / Centre de développement de l'enfant
Child Development Centre Foundation / Fondation du Centre de développement d'enfant
www.kidsthive.ca

**ANNUAL REPORT
2019-2020**

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 and youth from 0- 19 years of age who are impacted by differences in perceptual, communication developmental trajectories. We build on their unique strengths, gifts and talents so that they and their families can meaningfully and joyfully THRIVE!

OUR MISSION

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

OUR VISION

A future of possibilities

OUR VALUES

We believe in:

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

THRIVE

2019-2020 IN REVIEW: Report of the President and Chief Executive Officer

A highly-developed and dedicated Board continues to provide excellent governance and support to THRIVE Child Development Centre. We are moving into our final year of our Strategic Plan which was created through a variety of conversations with voices representing our children, youth and their families, community service partners, health care providers, fundraisers, board members and staff. The focus on our strategic priorities has supported us in prioritizing strength-based family centered services as we strive to always provide quality and excellence in the services we offer.

The year 2019-2020 has been a year of change ranging from the transition of CEOs, new programs acquired and a worldwide pandemic that hasn't been experienced in 100 years. The THRIVE team, volunteers, Board of Directors and THRIVE Foundation have demonstrated high resilience in change and adaptation as we continue to focus on our core philosophies to empower children and their families to thrive and reach their full potential. We continue to be responsive to ensure the continued excellence and quality in care for children, youth and families of THRIVE.

THRIVE's staff, Board of Directors and its Foundation are committed to providing services that will meet the individual needs of children with diverse abilities to support them in achieving their own personal extraordinary. We continue to strive for an inclusive community of belonging, enhanced collaboration with our community partners and ensuring an exceptional service experience for children and families.

What follows are highlights from THRIVE's program, service activities and provincial initiatives.

OUR LEADERSHIP TEAM

Christianne Monico, Past CEO (until Nov. 2019)
Susan Vanagas-Cote, Interim CEO
Lisa Henderson, Chief Executive Officer (as of May 2020)
Mirja Keranen, Business Director
Diane Charron-Bishop, Speech-Language Pathology
Kate Lawrence, Early Childhood Education
Maxine Orr, Occupational Therapy
Scott Nieson, Physiotherapy
Stephanie Fetherston, Social Work
Sherri Muncaster, Professional Practice Lead - ECE

OUR BOARD OF DIRECTORS



Diane Marshall joined the Board of Directors in March 2020

Front Row (L-R): Bruce Caughill, Sheila Ucci, Karen Hudson, Matteo Ianni Palarcchio, Youth Rep., Sherri Smith, President.

Back Row (L-R): Phil Lucchetti, Secretary; Mark Lepore, Joe Ruscio, Treasurer; Lisa Salvini (retired Sept. 2019), Colin Glassford, Vice-president.

In addition to its traditional fiduciary responsibilities, THRIVE's Board of Directors make decisions framed by the voice, interests and aspirations of the children & families we serve, underscoring the purpose of our existence.



Focus on Families

THRIVE's Family Advisory Committee (FAC) continues to be an integral part of the organization, representing the important voice of our consumers. This committed group's opinion is being sought more routinely to vet service-related decision making. The Family Advisory Committee has welcomed some new members and together have been working on adding a section on our website for families. The committee also spent time volunteering at a charity barbeque raising money for our Family Assistance Fund.

Goals of the FAC include revitalization of the Parent-to-Parent network, increasing membership and bringing pertinent educational opportunities to THRIVE for families to access. If you are interested in joining the FAC Committee, please contact us for further details.

THRIVE'S ADVISORY



FAMILY COMMITTEE

Back Row (L-R): Kate Guzzo-Folario, Barb Nadeau, Sherry McInnis, Anna Rendell,
Front Row (L-R): Lindsay Collins, Kristy McConnell, Ann-Marie Borkowski, Stephanie Fetherston, SW

Focus on Youth

The Goal of THRIVE's Youth Advisory Committee (YAC) is to provide an opportunity for young people to add their voice to that of both the Family Advisory Committee (FAC) and THRIVE's Board of Directors (BOD). The focus of our Youth Representative who sits on the Centre's Board of Directors is to advocate and discuss potential ideas for enhanced programming.

The Teens on the Move (TOTM) meet monthly for a host of activities both in the community and Centre. Their interactions with our Youth facilitators and with each other promotes social and life skills learning as they approach adulthood. This past year's events included movie nights, a Greyhound hockey game, bowling, pizza party and game nights. The camaraderie, laughter and food are the highlight of these events!



Enhancing Services and Collaborative Opportunities

THRIVE is committed to continuously improve and offer the best family-centred services to families. This year we implemented a new referral line that is supported through the Family Support Services Team. This enables families who are interested in services at our centre to get the answers that they need immediately and to receive support with system navigation.

Our Fetal Alcohol Spectrum Disorder (FASD) program was successful for the second time in getting the Health Nexus Grant. With this money we



were able to develop and facilitate a number of groups and events for children and youth with FASD or suspected FASD, their parents or caregivers and also the greater community. These included: A Family Support group, Sensory events, FASD story time and a presentation on Diagnosis from the Social

THRIVE Child Development Centre /
 Centre de développement de l'enfant
 Algoma's Children's Treatment Centre delivering:

CENTRE AND COMMUNITY-BASED THERAPY SERVICES

(occupational therapy, physiotherapy, speech-language pathology, school-based rehabilitation, social work & coordinated service planning)

RURAL/REMOTE THERAPY SERVICES through the Integrated Services for Northern Children funding envelope

PRESCHOOL SPEECH & LANGUAGE SERVICES & SOCIAL WORK SERVICES to the Northeast Ontario Blind Low Vision & Infant Hearing Programs

RESPITE CARE COORDINATION to both in- and out-of-home

EARLY LEARNING RESOURCE SERVICES to childcare centres

CENTRE-BASED CHILDCARE through H. S. McLellan Pre-school

SPECIALTY CLINICS: Seating, Orthotics, Orthopedics, Neurology, Psychology, Assistive Communication & Writing Aids, Feeding & Swallowing, ADOS, Botox, Growth & Development Clinic & Gait Clinic.

PROUD SUPPORTER OF THE NORTHERN ONTARIO SCHOOL OF MEDICINE



Worker who is part of the Diagnostic Clinic in Sudbury.

Emotion Focused Family Therapy (EFFT) is a well-recognised best practice for supporting families. It focuses on validation of feelings and emotions supporting parents or caregivers to play a more active role in the lives of their children. The vast majority of our team have been trained in EFFT over the past year. We are grateful in Sault Ste. Marie to have an expert trainer in our community which has made this approach something that is used by most clinicians throughout children services in Algoma.

THRIVE's support of children and youth with Autism Spectrum Disorder and developmental delays is enriched through collaborations with community partners in the delivery of programs such as Children's Friendship Training and the Program for the Education and Enrichment of Relational Skills (PEERS). Through our partnerships with community partners, we are able to service a broader group of children.

THRIVE's Autism Diagnostic Observation Schedule (ADOS) in partnership with local paediatrician, Dr. Stevenson, support many children requiring an assessment over the year.

We re-energized and successfully ran the Exploring Feelings' group. This is a group that was offered in partnership with Algoma Family Services for clients who struggle with their emotions and have a diagnosis of Autism Spectrum Disorder. We also ran a myriad of other groups to support our children and families including: Parent Coffee Break, Sibshop, Teens on the Move and PEERS.

School Based Rehabilitation

One of our key areas of focus during this year has been acquiring the School Based Rehabilitation Services. School Based Rehabilitation Services include occupational therapy, physiotherapy and speech therapy provided to school-aged children in their publicly funded school to help them fully participate in the school curriculum. We developed a new referral pathway and implemented a tiered model of service delivery based on best practice, to ensure we could provide more services to children and youth and give them the services that they need, at the time they need it.



Preschool Programs

THRIVE's Early Learning Resources Consultant serviced 79 families in the city of Sault Ste. Marie and 86 in the Algoma District. H.S. McLellan Preschool and Early Learning Resources were engaged in education involving self-regulation. The goal for H.S. McLellan is to become a Self-Reg Haven which is a place in which everyone, children and staff, feel emotionally as well as physically safe. This education also led to the development of a new Inclusion Policy for H. S. McLellan. Our preschool has a Professional Practice Leader position that is linked to the Quality Assurance Program. This program integrates the guiding principles of the Ontario Ministry of Education pedagogical and standards in the childcare system where H.S. McLellan continues to shine!



Northern Ontario Heritage Fund Corporation Internship Program

THRIVE has worked closely with the NOHFC over the past year in the

Sherri Smith *L. Henderson*

development of young post-secondary program. THRIVE successfully secured 1 internship position for this past year. The position provided the agency with communications and advocacy supports.

Sherri Smith
President
Board of Directors –THRIVE

Lisa Henderson
Chief Executive Officer
THRIVE

THRIVE Child Development Centre Foundation Report

The Board of Directors for THRIVE Child Development Centre Foundation is pleased to report that the fiscal year ending March 31, 2020 was an exceptional year for donations. As a result, the Foundation entered into this difficult pandemic year in a very strong financial position.



During the past fiscal year



the Foundation continued to receive the support of the Downtown Rotary Club, the St. Mary's College Heaven Cent Fundraiser, Scotiabank Wealth Management and from Pointe Palooza boating event organized by Mark and Mary Mageron.

In addition the Foundation received donations from the Imagine Magic Show, the Buck-A-Tire fundraising event sponsored by OK Tire, CIBC Miracle Day, 100 Women Who Care and George and Lorraine Duncan's 50th Anniversary.

The Foundation is also grateful to Krazy Ernie's and RJ's Market for directing their pull tab proceeds to THRIVE.

The Foundation would like to reaffirm its commitment to the Centre to provide financial support for the services and programs of the Centre and for any new challenges that may be encountered. In the past year the Foundation provided funds for the Centre's space and equipment needs, the Assistive Communication and Writing Aids Clinic, the Psychology Clinic and the Centre's electronic health record system. The Foundation will continue to use its best efforts to plan appropriately in order to ensure its continued financial support of the Centre.

Thank you to
Mariusz *the* *L'Herdeau*
 wonderful
 staff at the Centre for their dedication and
 commitment to the children. Thank you also
 to the

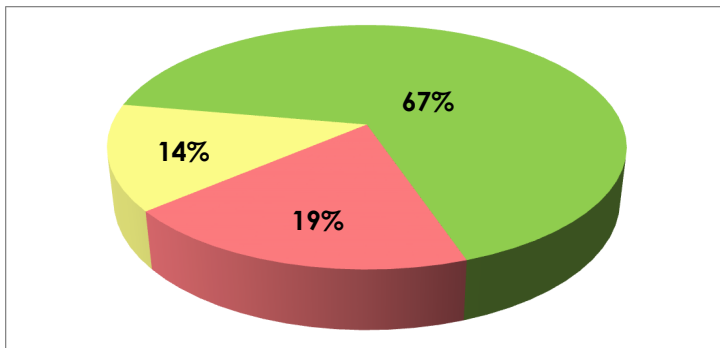
**THRIVE CHILD DEVELOPMENT CENTRE FOUNDATION
 FONDATION DU CENTRE DE DÉVELOPPEMENT DE L'ENFANT**

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

	2020	2019
Revenue:		
Contributions/Donations	\$ 150,380	\$ 95,258
Fundraising	27,240	25,107
Interest	3,876	3,902
	190,476	124,267
Expenses:		
Advertising, promotion and publicity	6,748	5,298
Bank charges and interest	398	899
Contributions/donations	39,712	121,428
Fundraising expenses	10,074	13,812
Supplies and miscellaneous	950	737
Professional fees	1,330	847
	59,210	143,119
Net Revenue (expenditure)	131,266	(18,852)
Unrestricted net assets, beginning of year	242,378	261,230
Unrestricted net assets, end of year	\$ 373,644	\$ 242,378

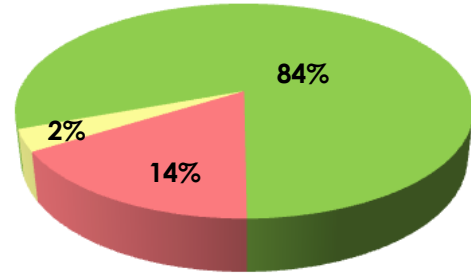


REVENUE



- MCCSS
- Social Services Administrative Board
- Other

EXPENSES



- Programs and Services
- Administration
- Building and Occupancy

Ministry of Children, Community & Social Services (MCCSS) & Ministry of Community & Social Services (MCSS) provide funding for paediatric rehabilitation services—occupational therapy, physiotherapy, speech-language pathology, social work, therapy assistants; coordinated service planning, therapy assistants, respite care programs, school-based rehabilitation services, Fetal Alcohol Spectrum Disorder program; associated administrative and support staff.

Social Service 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, interest and donations from the THRIVE Foundation.

THRIVE

by the numbers (2019-2020)

“ **THRIVE empowers children and their families to reach beyond what is expected, toward the extraordinary!** ”

1829
Unique Clients Served

1422
New Admissions

303
Discharges

71%
of services delivered in community setting

80 People Employed

4 Algoma Office Locations

9 Student Placements

OVER 18,934 visits last year

OVER 300 Specialty clinic visits

OVER 28,600 hours of respite care provided

Positive Outcomes
Family-Centered Care

Partnerships with community agencies, schools, daycares & hospitals



Staffing: Therapy 31.5 FTE, Preschool Programs 14.4 FTE, Respite 2.1 FTE, Administration 7.7 FTE. Total: 55.7 FTE

**specialty clinics include orthopedics, pediatric neurology, psychology, seating, orthotics, assistive communication and writing aids. Client visits include face-to-face and telephone.

In accordance with the Public Disclosure Act of Ontario, THRIVE discloses that no employees were paid a salary of \$100,000 or more in the year 2019.

**THRIVE CHILD DEVELOPMENT CENTRE
CENTRE DE DÉVELOPPEMENT DE L'ENFANT**

**STATEMENT OF FINANCIAL POSITION
AS AT MARCH 31,**

	2020	2019
ASSETS		
Current assets		
Cash	\$ 922,718	\$ 823,340
Cash - Restricted	11,576	6
Accounts receivable (HST \$26,615)	100,073	92,075
Receivable from THRIVE Child Development Centre Foundation Fondation du Centre de développement de l'enfant	28,688	9,629
Prepaid expenses	3,159	2,606
	1,066,214	927,656
Capital assets (note 1)	820,465	897,065
	\$ 1,886,679	\$ 1,824,721

LIABILITIES AND NET ASSETS

Current liabilities		
Accounts payable and accrued liabilities	\$ 499,652	\$ 467,367
Government remittances payable	58,413	-
Deferred revenue	380,598	398,206
	938,663	865,573
Deferred contributions related to capital asset (note 3)	778,205	838,098
	1,716,868	1,703,671
Net Assets		
Net assets invested in capital assets	42,260	58,967
Net assets unrestricted	127,551	62,083
	169,811	121,050
Commitments (note 5)	\$ 1,886,679	\$ 1,824,721

**THRIVE CHILD DEVELOPMENT CENTRE
CENTRE DE DÉVELOPPEMENT DE L'ENFANT**

STATEMENT OF OPERATIONS

YEAR ENDED MARCH 31,	2020	2019
Revenue		
Ministry of Children, Community and Social Services	\$ 3,771,813	\$ 3,302,505
Preschool fees	241,696	204,611
District of Sault Ste. Marie Social Services Administration Board	778,035	725,411
Other recoveries	255,761	227,763
Client assistance fund	1,565	1,106
Lottery revenue	29,735	-
Other revenue sources	37,898	33,876
Contributions from THRIVE Child Development Centre Foundation Fondation du Centre de développement de l'enfant	32,813	121,426
Algoma District Services Administration Board	262,269	240,292
Algoma Public Health	209,969	210,382
Amortization of deferred capital contributions	91,689	86,414
	5,713,243	5,153,786
Expenditures		
Amortization	108,396	103,120
Association and professional fees	21,580	19,602
Bank and service charges	14,927	19,369
Building and occupancy costs	108,088	138,795
Client assistance fund expenses	10,719	4,284
Lottery expenses	14,984	2,255
Insurance	23,547	22,441
Legal, audit and consulting fees	29,536	11,130
Maintenance and replacements	95,057	108,771
Office, computer and administration expenses	60,861	51,186
COVID-19 related expenses	4,168	-
Professional development and training	35,486	40,789
Program and therapy supplies and equipment	102,245	55,033
Referred out services	610,426	397,424
Recruitment and advertising	5,730	17,346
Salaries and benefits	4,314,628	3,967,254
Travel	104,104	119,314
	5,664,482	5,078,113
Net revenue (expenditure)	\$ 48,761	\$ 75,673



The Auditor's Report

The Auditor's Report of Anthony S. Rossi Chartered Professional Accountant, dated September 24, 2020 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.



Child Development Centre
Centre de développement de l'enfant

Years of Service Recognitions

The following staff reached years of service milestones in the year ending March 31, 2020. We are privileged to have them on our staff and thank them for their dedication and service!

~15 Years~



Madeleine Besner—Speech-Language Pathologist

Maddy is being celebrated for 15 years of service with THRIVE as our most veteran SLPs yet full of zest and energy in all of her therapy sessions. Maddy is bilingual, experienced, and has done it all. She has supported children from Hornepayne to Elliot Lake during her time with THRIVE and continues to carry a diverse and large caseload. Maddy has recently become an advocate for our Autism Spectrum Disorder (ASD) families, offering the well-respected Hanen More Than Words program multiple times a year as she coaches caregivers of children with ASD to support their children to thrive. Congratulations Maddy – you are a valued part of this team!



Tammy Warick – Early Childhood Educator

Tammy is an Early Childhood Educator in our H.S. McLellan Preschool. She brings a calm and methodical approach to the daily activities. Her colleagues often comment on how much they appreciate her for this as well as for her amazing creativity. The children and families all adore Tammy and are excited to see her each morning. Tammy can be seen sitting in the library reading books to the children at many points during the day. She always takes the lead during literacy week and puts together activities for the children and parents to participate in. Tammy often goes above and beyond what is expected of her by putting in many hours on her own time completing a project or preparing activities for the children. Tammy's commitment to the children and families as well as her peers shines through every day! Thrive is very lucky to have this amazing educator in our inclusive preschool! On behalf of every life you have touched and continue to touch THANK YOU!

~5 Years~



Nicole Milito – Office Assistant

Nicole came to us for a maternity leave contract position in 2014, to cover a backfill for Health Records Office Assistant for a year. We then decided to move our client appointment bookings to a Centralized Booking model, and Nicole became our part-time Scheduling Clerk, which soon became a full-time position in 2015. As our lead for booking appointments, families grew accustomed to hearing Nicole's friendly voice on the telephone, booking the many appointments for various therapy staff. In the front office, we often called Nicole our "memory", quiet yet observant, and when we couldn't recall something we would say 'ask Nicole, she knows', as her young, sharp mind is quick and able to retain lots of information. In summer 2019, with the departure of our long-time Office Assistant, Nicole was selected to move back into that role in the Health Records office. Now she is kept busy with all the both the many old and new programs at Thrive and all the work they entail, entering data and pulling statistics, mailings, the list goes on. Nicole, we want to thank you for your service to our clients in an administrative role, we are fortunate to have you continue on as an integral part of our admin team. We hope you stay until you have no memory left! It's sure to be awhile!



Child Development Centre
Centre de développement de l'enfant

Years of Service Recognitions

***The following staff reached years of service milestones in the year ending March 31, 2020
We are privileged to have them on our staff and thank them for their dedication and service!***

~5 Years~



Tina Newell – Social Worker

Tina is a true asset to THRIVE and to our Family Support Services Team. We were lucky enough to have Tina start here during her social work placement and hired her right from graduation. The Social Work Team is stronger because of her incredible organization, strong advocacy skills and passion. She is always looking to develop her skills – she attends every training opportunity that will benefit her families and recently completed her Master's In Social Work degree. Tina's particular interest is in our under 6 population. These families benefit from her specialization and in this role she has been a true asset to our Child Assessment Program. Thank-you Tina for all the amazing ways you support our children and families!



Lisa Runco – Speech-Language Pathologist

Lisa is being celebrated for 5 years of service as a Speech-Language Pathologist with THRIVE. Lisa has always been up for a challenge and is a key member of our Augmentative Communications and Writing Aids clinic. Lisa works diligently to find the perfect voice for her clients who are non-verbal or minimally-verbal. Creative therapy sessions and innovative ways to encourage children to say what they need to say is part of Lisa's daily service to a complex caseload. Lisa is a newer member of the Autism Diagnostic Hub supporting our local pediatricians in ASD work. Lisa gives her professional and full-hearted approach to each and every client and family, as she helps them reach beyond the expected. Congratulations Lisa!



Justine Slewidge, Occupational Therapist

Justine completed her first student placement with THRIVE many years ago. When she graduated we were thrilled that there was a position open for her at THRIVE. Over the last five years Justine has taken on a number of roles at THRIVE. She provided rural services to Central East along with maintaining a caseload in Sault Ste Marie. Families have frequently commented on her calm demeanor, positive energy and her ability to hear and deliver what the family and child needs at the exact right time. Not one to shy from a challenge Justine is one of the main OT supports for the Feeding Clinic, helping families find and implement strategies to increase children's willingness to eat. Justine was instrumental in helping decrease the OT waitlist by completing waitlist screens and creating tools that other OT's could use to complete the same work. THRIVE is looking forward to watching Justine's skills grow in her new Clinics role- CAP, Sensory and Feeding. A huge thank-you to Justine for growing feeding awareness and commitment within THRIVE and the Algoma region and for all you do to help clients and families THRIVE.

OUR SUPPORTERS 2019-2020

THRIVE Child Development Centre Foundation / Fondation du Centre de développement de l'enfant gratefully acknowledges the valued support of our donors for their generous gifts and pledges received between April 1, 2019 and March 31, 2020.

\$25,000+

Lower Lake Towing in honor of Algoma Steel
Dr Lou & Mae Lukenda Charitable Foundation

\$10,000-24,999

Rotary Club of SSM Golf Tournament
CIBC Private Wealth Management – Adam Slumskie and Greg Zahn CIBC Miracle Day
Pointe Palooza 2019
100+ Women Who Care

\$1,000-4,999

Hollingsworth, David Lynn
Club Calabrese
Grant-Moore, Delilah, YN Credit Union Dress Down
Agero Administrative Service Corp. of Canada
St. Mary's College -Heaven Cent
George Stone & Sons Inc.
Feet First
Cote, Robert & Susan Vanagas-Cote
Scottish Rite Charitable FDN of Canada

Event

\$500+

Northern Credit Union NCU Richards Landing Delegates
Chuck A Puck - TOM
Avery, Jeff & Patty
Straight Line Construction

\$250-499

Club Calabrese
Cambrian Carstar Collision
RoVon Steel Ltd
Avery, Alan & Marie
Wirelesscom.ca Inc.
Willet, Jason & Lisa
Construction Equipment Co. (Sault) Inc.
Rotary Club of SSM Rotary Parade
Zuccato, Marlene & Terrence
Mousseau, Marc & Pat
Robertson, Brian & Leona
Airways General Store Ltd

OK Tire Buck-a-Tire

Sar-Gin Dev. (Sault) Ltd



SPECIAL EVENTS AND SPONSORS

Rotary Club of Sault Ste. Marie's Charity Golf Classis
Pointe Palooza 2019
Krazy Ernie's –Nevada tickets (THRIVE Foundation)
RJ's Market –Nevada tickets (THRIVE Centre)
Scotiabank Wealth Management
Connect Marketing –Greg Frewin Magic Show
George & Lorraine Duncan –50th Anniversary Celebration
Rotary Parade
OK Tire



We thank you all for your generosity!

THRIVE Activities for 2019-2020



THRIVE Activities for 2019-2020



THRIVE

A Future of Possibilities!

For more information or if you have any questions, please call 1-855-759-1131 or visit us online at www.kidsthive.ca



Rotary Club of Sault Ste. Marie

Proudly funded & supported by Rotarians since 1952