

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
2020-2021**

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

2020 - 2021 IN REVIEW: Report of the President and Chief Executive Officer

A highly engaged, developed and dedicated Board continues to provide excellent governance and support to THRIVE Child Development Centre. We are committed to enhancing and continuing to build on a strong and diverse governance structure. We are 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. Our strategic priorities have supported in the prioritization of quality and excellence in our service delivery, enabled and enhanced strong communication across stakeholders and provided strong system leadership.

The year 2020-2021 has been a year of change and resilience. Over the last year, we have acquired new programs, transitioned a new CEO and we are living in a worldwide pandemic requiring adaptation at many levels. THRIVE planned and was prepared to nimbly adapt to the changing environment and this foresight was vital to our success. We rose to the challenges and emerged stronger than ever.

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.

OUR LEADERSHIP TEAM

Lisa Henderson, Chief Executive Officer
Mirja Keranen, Business Director
Stephanie Fetherston, Professional Services Director
Diane Charron-Bishop, Speech-Language Pathology
Kate Lawrence, Early Childhood Education
Maxine Orr, Occupational Therapy
Melissa Svantesson, Family Support Services & Ontario Autism Program
Scott Nieson, Physiotherapy

OUR BOARD OF DIRECTORS

Sherri Smith, President;
Colin Glassford, Vice-President;
Joe Ruscio, Treasurer;
Phil Lucchetti, Secretary;
Mark Lepore,
Bruce Caughill,
Sheila Ucci,
Karen Hudson,
Diane Marshall,
Matteo Ianni Palarcchio, Youth Representative

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.



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. Although it has been a year of unprecedented change, 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.

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

Focus on Families

THRIVE's Family Advisory Committee (FAC) has worked hard to adjust to the Pandemic and to this virtual world. The FAC is so important to THRIVE and we are very proud of having a committed group of families to provide feedback and support to our work. At our meetings we provide updates and seek consultation on new initiatives. This year the FAC hosted a well-attended education session on Nourishing Communication and Emotional Development. The FAC is committed to providing pertinent education to our families and will sponsor 1-2 presentations each year. We were lucky enough to have a member from FAC support our website redesign as part of our Website Working group to ensure it provides meaningful information and is easily accessible. THRIVE is fortunate to have an engaged Family Advisory that we can pull from when we require a parent voice in our planning. For this coming year the FAC is planning on creating an equipment buy-sell-trade page for used equipment as well as a platform for parents to share useful information that may be helpful to other parents with children who share similar challenges.

Focus on Youth

The Teens on the Move (TOTM) typically meets monthly for a host of activities both in the community and Centre. With the pandemic we have moved this important opportunity to meet with peers and foster the development of both social and life skills to the virtual world. This group targets some of our older clients and gives them a safe place to meet new friends and become more involved in their community as they approach adulthood.

Our Sibshops have been very successful virtually. This is a group that targets siblings of those who receive our services. This group targets siblings who are between the ages of 8-13 and in a fun interactive ways gives these youth the opportunity to speak about what it is like growing up with a sibling who has a disability. This is the third year we have run this group and we have incredible feedback and very active participation. Our plan moving forward is to have one in-person and one virtual

group. This will enable us to continue to provide this group to those in our rural and remote communities or where transportation might be a barrier to attending.

Enhancing Services and Collaborative Opportunities

THRIVE is committed to continuously improve and offer the best family-centred services to families. This year we have been focused on ensuring we have a staffing model that fits the needs of families we serve. As we grow this has meant hiring new staff in many of our departments as well as creating new Coordinator and Professional Practice Lead positions to ensure our staff and programs have the support they need to continue to deliver excellent service.

THRIVE took the lead on a Respite Capacity Building project to help recruit and build the capacity of our respite providers across Algoma. We used this important project as an opportunity to collaborate with our partnering child service organizations as well as local businesses. Because of these partnerships we were able to not only provide key training but

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 and Autism Spectrum Disorder Respite

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**



also, make an extensive video library that parents and respite providers can access for years to come. We will also be able to share these videos with our partnering agencies to ensure a far reach of this important content.

We are now entering into our fourth round of the Health Nexus Grant to support children and their families who have Fetal Alcohol Spectrum Disorder. This year we have chosen to collaborate with Algoma Family Services and run two simultaneous support groups virtually – one for parents/caregivers and another for children. Through this grant we will be able to provide the participating families with their technology needs, food and supplies to break down any barriers in their ability to attend this group. We are excited about this collaboration and how this will enhance this important service we provide for our families.

We continue, as a group of children's service organizations, to be committed to a common intake process. We are currently working as a collaborative to update the forms. This collaboration means that families tell their story one time and we have ensured we have gathered information needed by all of our agencies so we can share these intake forms and make the process of moving from one agency to another seamless for families.

School-Based Rehabilitation Service

It has been an interesting and challenging first year for our School-Based Rehabilitation Services program. The pandemic brought many challenges with being able to go in and do work within our schools. We have worked hard, and been successful at, modifying assessments and our therapy to be able to provide some services virtually. Schools have also accommodated and supported students to attend virtual assessments. Staff have worked diligently to build key relationships with school staff and prepare for when we can once again go into schools regularly and deliver this important program as intended. We are on the cusp of releasing new referral forms. This last year has taught us what is important information for our therapists to have and we have received some feedback about how to make the forms more user friendly. We believe these improvements will help us better prioritize clients and ensure we are getting to children when they need help the most.

Preschool Programs

Thrive's Early Learning Resources Consultants serviced 65 children in the city of Sault Ste. Marie and 58 in the

Algoma District. Since Covid-19 the Resource Consultants have been unable to enter childcare programs to consult with the educators as they did prior to Covid-19. The consultants have become creative and conduct virtual/phone consultations with the programs and parents in order to help with training and the development of Individual Support Plans for the children. H.S. McLellan has also been working through all of the complexities of Covid-19 over the last year. The program reopened on July 20, 2020 after the original lockdown. Since that time the educators have been working hard to meet all of the requirements from the Ministry of Education and Algoma Public Health. They have used all of their knowledge of self-regulation to help make the children, parents and their teammates successful during this time. Most importantly, the children are happy to be in the program despite the restrictions! As always, these teams are amazing and deserve a huge shout out for all of their support and dedication to the children and families that they support!

Ontario Autism Program

One of our key areas of focus during this last year has been the Ontario Autism Program. THRIVE has taken on a role to support in the delivery of Behavioural Treatment services and supports. THRIVE worked diligently in partnership with Child & Community Resources over the last year to ensure that these services are preserved in Algoma and delivered by trained, professional staff. THRIVE welcomed a new team of ABA Therapists to the agency. THRIVE has played an active role the delivery of Foundational Services through the Northern Collaborative. Foundational family services aim to build a family's capacity to support their child's learning and development. Services are flexible and responsive to families' changing needs over time and are based on a child or youth's strengths and needs across all developmental stages. These evidence-informed services include:
 Family and peer mentoring
 Caregiver workshops and coaching sessions
 Brief targeted consultations
 Transition supports
 Family resource and clinic days
 THRIVE continues to develop services for children, youth and families for the new needs-based Ontario Autism Program.

Sherri Smith

**Sherri Smith
 President
 THRIVE Board of Directors**

L. Henderson

**Lisa Henderson
 Chief Executive Officer
 THRIVE**



THRIVE Child Development Centre Foundation Report

This past year has been a year of change as we faced a worldwide pandemic that has not been experienced in over 100 years. During this difficult year the THRIVE Foundation has continued to provide financial assistance to the Centre to ensure that all children and youth in Algoma have the opportunity to reach their highest potential. The Foundation has an ongoing commitment to support the Centre's evolving services and programs such as the development and implementation of virtual services, improving space and equipment needs, the Assistive Communication & Writing Aids Clinic, the client electronic health record system and enhanced programming needs for THRIVE families.

The Foundation has been the appreciative and grateful recipient of donations from several generous donors including Electrical Contractors Association of Ontario, Electrical Contractors Association of Northern Ontario, Rotary Club of Sault Ste Marie's A Day of Golf for THRIVE held at Crimson Ridge Golf Club, and Rotary Club of Sault Ste Marie's 50/50 draw.

The Foundation is also grateful for the support of Krazy Ernie's for directing their pull-tab proceeds to THRIVE Foundation and RJ's Market who direct their pull-tab proceeds to THRIVE.

THRIVE Foundation would like to reaffirm its commitment to the Centre for the forthcoming year to provide financial support for the programs and services that the Centre offers to children, youth and families. As the Centre continues to evolve and create new programs and services, THRIVE Foundation is committed to plan appropriately to ensure financial support for the Centre.

Thank you to the THRIVE staff for their hard work and dedication to provide the best quality and meaningful services to children and families in the Algoma district. Thank you again to the generous donors in our community that continue to support THRIVE Child Development Centre by their donations to THRIVE Foundation. Our

collective work is truly amazing!

Robert Paciocco
President
THRIVE Child Development Centre Foundation

Lisa Henderson
Secretary
THRIVE Child Development Centre Foundation

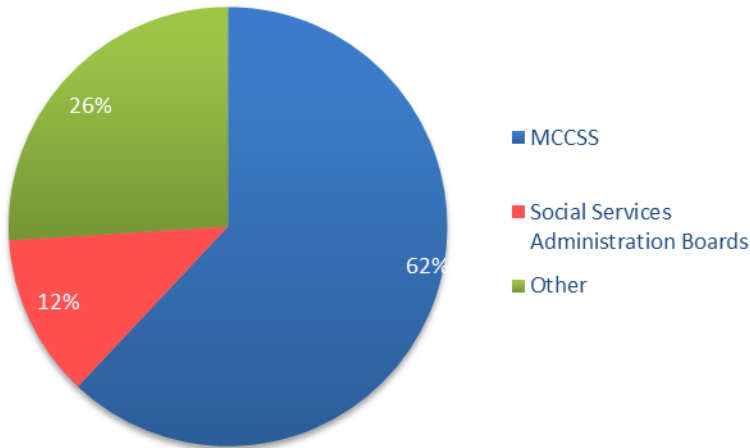
THRIVE CHILD DEVELOPMENT CENTRE FOUNDATION FONDATION DU CENTRE DE DÉVELOPPEMENT DE L'ENFANT

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

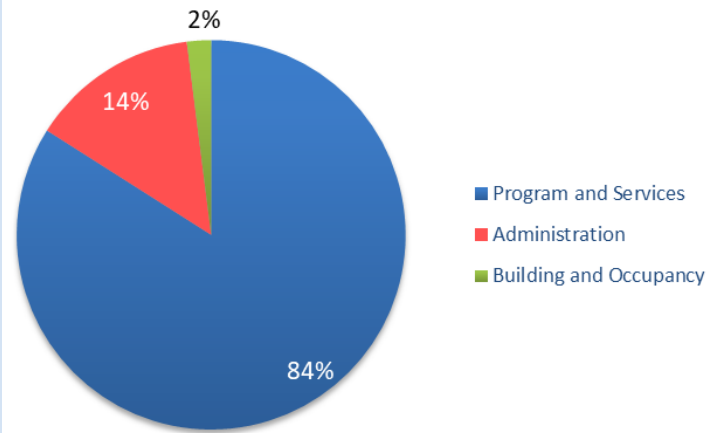
	2021	2020
Revenue:		
Contributions/Donations	\$ 38,421	\$ 159,360
Fundraising	21,959	27,240
Interest	2,361	3,876
	62,741	190,476
Expenses:		
Advertising, promotion and publicity	4,241	6,748
Bank charges and interest	359	396
Contributions/donations	21,979	39,712
Fundraising expenses	9,516	10,074
Supplies and miscellaneous	37	950
Professional fees	1,867	1,330
	37,999	59,210
Net Revenue (expenditure)	24,742	131,266
Unrestricted net assets, beginning of year	373,644	242,378
Unrestricted net assets, end of year	\$ 398,386	\$ 373,644



REVENUE



EXPENSES



The Ministry of Children, Community & Social Services (MCCSS) provides funding for paediatric rehabilitation services—occupational therapy, physiotherapy, speech-language pathology, social work, coordinated service planning, 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, other contracts, interest and donations from the THRIVE Foundation.

THRIVE

by the numbers (2020-2021)

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

1967
Unique Clients Served

618
New Admissions

530
Discharges

66%
of services delivered in community setting

80 People Employed

5 Algoma Office Locations

5 Student Placements

OVER 20,605 visits last year

OVER 188 Specialty clinic visits

OVER 25,262 hours of respite care provided

Positive Outcomes
Family-Centered Care

Partnerships with
community agencies,
schools, daycares &
hospitals



Staffing: Therapy 44.2 FTE, Preschool Programs 15.5 FTE, Respite 1 FTE, Administration 7.4 FTE. Total: 68.1 FTE
 **specialty clinics include orthopedics, pediatric neurology, psychology, seating, orthotics, assistive communication and writing aids. Client visits include face-to-face, telephone and virtual.

In accordance with the Public Sector Salary Disclosure Act, 1996 THRIVE discloses that no employees were paid a salary of \$100,000 or more in the year 2020

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

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

	2021	2020
ASSETS		
Current assets		
Cash	\$ 1,774,903	\$ 922,718
Cash - Restricted	29,125	11,576
Accounts receivable (HST \$24,145 & CEWS \$34,920)	109,063	100,073
Receivable from THRIVE Child Development Centre Foundation		
Fondation du Centre de développement de l'enfant	21,228	28,688
Prepaid expenses	2,278	3,159
	<u>1,936,597</u>	<u>1,066,214</u>
Capital assets (note 1)	727,789	820,465
	<u>\$ 2,664,386</u>	<u>\$ 1,886,679</u>
LIABILITIES AND NET ASSETS		
Current liabilities		
Accounts payable and accrued liabilities	\$ 731,882	\$ 499,652
Government remittances payable	87,037	58,413
Ministry of Children, Community and Social Services	64,418	-
Deferred revenue	573,782	380,598
	<u>1,457,119</u>	<u>938,663</u>
Deferred contributions related to capital assets (note 3)	702,235	778,205
	<u>2,159,354</u>	<u>1,716,868</u>
Net Assets		
Net assets invested in capital assets	25,554	42,260
Net assets unrestricted	479,478	127,551
	<u>505,032</u>	<u>169,811</u>
Commitments (note 5)		
	<u>\$ 2,664,386</u>	<u>\$ 1,886,679</u>

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

STATEMENT OF OPERATIONS

YEAR ENDED MARCH 31,	2021	2020
Revenue		
Ministry of Children, Community and Social Services	\$ 4,502,983	\$ 3,771,813
Federal wage subsidy (CEWS)	202,745	-
Preschool fees	96,462	241,696
District of Sault Ste. Marie Social Services Administration Board	657,544	778,035
Other recoveries	203,431	255,761
Client assistance fund	832	1,565
Lottery revenue	29,735	29,735
Other revenue sources	1,253,212	37,898
Contributions from THRIVE Child Development Centre Foundation		
Fondation du Centre de développement de l'enfant	21,979	32,813
Algoma District Services Administration Board	215,695	262,269
Algoma Public Health	209,040	209,969
Amortization of deferred capital contributions	91,429	91,689
	<u>7,485,087</u>	<u>5,713,243</u>
Expenditures		
Amortization	108,135	108,396
Association and professional fees	19,005	21,580
Bank and service charges	3,339	14,927
Building and occupancy costs	130,263	108,088
Client assistance fund expenses	32,923	10,719
Lottery expenses	11,382	14,984
Insurance	28,512	23,547
Legal, audit and consulting fees	66,394	29,536
Maintenance and replacements	84,762	95,057
Office, computer and administration expenses	97,177	60,861
COVID-19 related expenses	32,411	6,418
Professional development and training	26,035	35,486
Program and therapy supplies and equipment	92,423	102,245
Referred out services	707,150	610,426
Recruitment and advertising	3,690	5,730
Salaries and benefits	5,697,421	4,312,378
Travel	8,844	104,104
	<u>7,149,866</u>	<u>5,664,482</u>
Net revenue (expenditure)	<u>\$ 335,221</u>	<u>\$ 48,761</u>



The Auditor's Report

The Auditor's Report of Anthony Rossi Chartered Professional Accountant, dated May 25, 2021 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, 2021. We are privileged to have them on our staff and thank them for their dedication and service!

~20 Years~



Amanda Gautier —Respite Care Coordinator

It is hard to imagine THRIVE Child Development Centre without Amanda Gauthier. She is an invaluable asset to our families and to our staff culture. Amanda has been the key point person for our FISH Committee. She works tirelessly to put on fun activities, give timely treats and recognition, and ensure THRIVE is a fun and social workplace for all to enjoy. Amanda has also always ensured a strong community presence for THRIVE. She takes the lead on our Rotary Day parade float, our Annual Charity Golf Tournament, and is always quick to volunteer to attend and support our booths at community events. Amanda works closely with families, our community partners and respite providers across Algoma to ensure the families who need it most receive respite dollars and are paired with an appropriate respite provider. Over the past year Amanda has worked diligently to improve the process, make the criteria clear and has successfully cleared our respite waitlist. Amanda's youthful and outgoing attitude has been a wonderful asset to our youth and the Teens on the Move Program. Thank-you Amanda for all of the ways you enhance THRIVE and thank-you for 20 years of service.



Kylee Slobodecki —Therapy Assistant

Kylee has been a consistent and reliable team member within the OT and PT department for 20 years. She has navigated these last years through a pandemic with increasing duties such as virtual care, new types of material prep, and cleaning & PPE protocols. Kylee's calm demeanor keeps families, children and therapists grounded. She has superior organizational skills and is always available to support her teammates and colleagues. Kylee puts her heart into everything that she does, and it shows when you see how excited the kids are to see her. Thrive is so lucky to have Kylee on our team!

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~



Scott Nieson – Professional Services Manager –Physiotherapy
Scott has been a dedicated member of the Physiotherapist Department for the past 15 years. As a Physiotherapist, Scott brings a wealth of knowledge and expertise with a fun and engaging approach to his work with his clients. Scott's supportive demeanor is family centred and provides an inclusive environment for children, youth and families. Scott is a hard working and dedicated professional who has a combined role of Physiotherapist and Professional Services Manager for the Physiotherapy Program. Scott leads the Physiotherapy team to provide quality care and services and promotes building on the strengths and diverse abilities for all clients. Scott strongly believes in service excellence and his supportive nature guides the team in delivering the high-quality services to all children and families served. Scott is a valued member of our team at THRIVE, thank you Scott for all you do!

~10 Years~



Sarah Jones –Physiotherapist

Sarah is valued member of the Physiotherapy team. Over her time at THRIVE Sarah has supported clients in Sault Ste Marie, Blind River and Elliot Lake, as well as being a member of our Seating Clinic Team and supporting clients in the Botox Clients when needed. Sarah was integral in developing our Growth and Development clinic for our school age clients. This clinic provides consultation and intervention to school aged clients that are working on achieving skills so that they can ultimately be physically active in the community. Sarah brings strong knowledge and passion for working with clients who use specialized mobility equipment. She is a strong advocate for her clients, and is willing to do whatever it takes so that her clients Thrive! Thank-you Sarah for your long standing commitment and dedication to the center.

~5 Years~



Laura Agliani-Fata – Early Childhood Educator

Laura is an Early Childhood Educator in our H.S. McLellan Preschool. She was previously in the role of a Resource Assistant in our Early Learning Resources program. She brings a bright smile with her to work on a daily basis. The children and families all adore Laura and are excited to see her each day. Laura always has new ideas to try in the program and is always willing to try the new ideas of others. This makes her an amazing team member. Laura is a compassionate and nurturing educator. She makes the individual needs of each of the children a priority and is an instrumental part of them meeting their goals. We are so lucky to have Laura on our team! Thank you so much for everything that you do Laura!

OUR SUPPORTERS 2020-2021

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, 2020 and March 31, 2021.

\$10,000-24,999

Electrical Contractors Assoc. Northern Ontario
Electrical Contractors Assoc. of Ontario

\$5,000-9,999

CIBC Wealth Management –Adam Slumskie and
Greg Zahn CIBC Miracle Day
Rotary Club of SSM

\$1,000-4,999

George Stone & Sons Inc.

\$500-999

Pink Zebra Canada ULC
Paypal Giving –Anna Rendell's Facebook
fundraiser
Shawn Bullock

\$250-499

RoVon Steel Ltd
Jane & Stan Martynuck
Northern Chiropractic & Physiotherapy
Bruce & Marcia Caughill
Robert Cote & Susan Vanagas-Cote



Brian & Leona Robertson

ECAO

ELECTRICAL
CONTRACTORS
ASSOCIATION OF
ONTARIO



PRIVATE WEALTH
MANAGEMENT



SPECIAL EVENTS AND SPONSORS

We thank you all for your generosity!

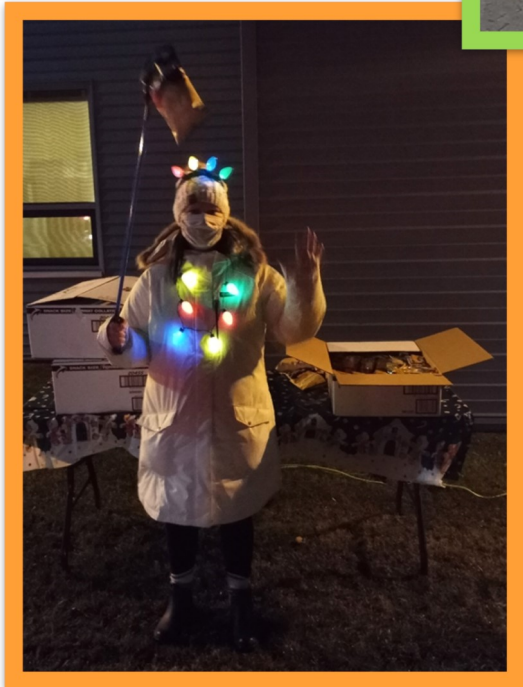
Rotary Club of Sault Ste. Marie's Day of Golf and 50/50 Draw

Krazy Ernie's –Nevada tickets (THRIVE Foundation)

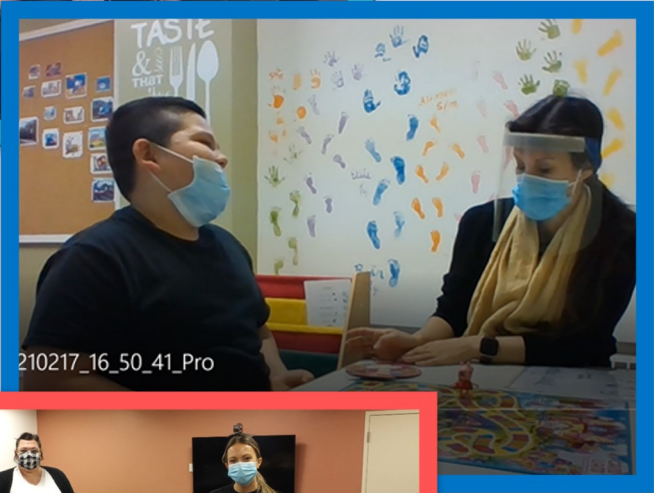
RJ's Market –Nevada tickets (THRIVE Centre)

Fit-A-Thon proceeds -Sault College Fitness & Health Promotion Class

THRIVE Activities for 2020-2021



THRIVE Activities for 2020-2021



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