

It's about HOPE



P E E L

CHILDREN'S CENTRE

ANNUAL REPORT 2017-2018





Vision

A caring community working together for children and youth

Mission

To enrich the lives of children and youth who experience social, emotional and/or behavioural challenges by providing a continuum of high quality mental health services

Board of Directors

Officers:

Rudy Riske (President)
David Herzstein (Vice-President)
Guneet Hansrani (Secretary/Treasurer)
Patricia Grady (Past President)

Directors:

Karen Adams, Nainesh Kotak,
Tammi Lisson, David Maylor,
Susan Mohos, Sue Prouse,
Jessica Roselli

Values

Accountable

Being ethical, transparent, efficient and effective

Respectful

Caring with integrity and honouring dignity

Inclusive

Embracing diversity and cultural competence

Responsive

Being flexible, accessible and adaptive

Learning

Pursuing opportunities to know more and do better

Innovative

Using information, initiative, and imagination

Collaborative

Working together in partnership

Peel Children's Centre

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Mississauga, ON L5T 2Y6
(905) 795-3500
peelcc.org

Charitable donation number:

11908 7807 RR0001

Celebrating Our Community



Rudy Riske



Humphrey Mitchell

2017-18 marked another great year for Peel Children's Centre (PCC)! Guided by the Moving on Mental Health (MOMH) action plan and our Strategic Directions, we continued to grow as Lead Agency and as a provider of child and youth mental health (CYMH) services in Peel. We hope you enjoy reading highlights from the last year in this Annual Report.

In our role as Lead Agency, PCC continued to work with the Ministry of Children and Youth Services (MCYS) and our provincial and local partners to achieve the vision of MOMH, which seeks to transform the experiences of children, youth, and families so that wherever they live in Ontario, they will have access to the same core mental health services and clear pathways to care.

Provincially, we provided leadership to the CYMH Lead Agency Consortium (LAC), its working groups and the LAC Community of Practice. Our work focused on clarifying roles and responsibilities for Lead Agencies, Core Services Providers, and MCYS; building capacity across service areas to collect and analyze quality data; and developing a new CYMH funding allocation model that better reflects each service area's funding needs.

Locally, we worked alongside Peel's Core Service Providers to achieve the deliverables outlined in the Core Services Delivery Report. Together we continued to implement a coordinated intake network model for CYMH services (which youth and families helped brand as WhereToStart.ca: Access to Mental Health Services for Children and Youth) and a common clinical information system (EMHware). We conducted a review of Peel's Brief Services and enhanced how we engage youth and families in transforming Peel's MCYS-funded CYMH system. With our broader sector partners, we developed a cross-sectoral community asset inventory of CYMH services and supported Peel's first youth wellness hub.

As a CYMH service provider, PCC sought opportunities to learn more and do better. Following a rigorous review process, PCC was awarded a four-year accreditation by the Canadian Centre for Accreditation (CCA), having met 100% of CCA's standards. Our agency-wide professional development included formal and informal learning in trauma and attachment, autism spectrum disorder, learning disabilities, selective mutism and more. We celebrated Peel's diversity and continued to enhance our clinical capacity to understand and respond to the needs of our growing community.

Thank you to everyone who joined us for our third annual Evening of Hope Gala, which raised more than \$65,360 for PCC's high quality CYMH services. We invite you to mark your calendars for the next Evening of Hope, taking place on Saturday, November 24, 2018.

To our funders and donors, thanks for your generous support, which made it possible for PCC to help more than 4,300 children and youth in 2017-18. To our dedicated and caring staff, board members, volunteers, and students: our work would not be possible without you. Thank you for your time and service. Finally, to the children, youth, and families we serve, thank you for trusting us to help you and for working with us to build a better CYMH system for all.

Rudy Riske
President

Humphrey Mitchell
Chief Executive Officer



Excellent Clinical Services & Pathways To Care

Leading System Transformation in Peel Region

As the Lead Agency for Ministry of Children and Youth Services-funded (MCYS) child and youth mental health (CYMH) services in Peel, Peel Children's Centre (PCC) continued to work alongside Peel's CYMH Core Service Providers, broader-sector community partners, families and youth to achieve the Moving on Mental Health (MOMH) objectives outlined in Peel's Core Services Delivery Report. With a goal of making local mental health services for children and youth more accessible, responsive and coordinated, our work in 2017-18 was focused on:



The virtual System Access and Intake Team supports youth and families when they first reach out for help.

- ▶ Continuing to implement a coordinated intake network model for Peel's CYMH service system, including:
 - Working with families, youth and staff to create a vibrant, inclusive and youth-friendly brand for the "front door" to MCYS-funded CYMH services in Peel so that children, youth and families can find the help they need, when they need it. We look forward to launching WhereToStart.ca: Access to Mental Health Services for Children and Youth in the fall of 2018.
 - Transitioning the Access and Intake Specialists onto EMHware, the common clinical information system for Peel's community-based Core Service Providers.
 - Introducing the interRAI Screener+, an enhanced standardized intake tool.
- ▶ Continuing to implement EMHware, with a focus on customizing EMHware to support data and form requirements; exploring the use of EMHware or a data bridge for our hospital-based Core Service Providers; resolving technical issues; and developing training plans.

Thank you to our fellow Core Service Providers – Associated Youth Services of Peel, Nexus Youth Services, Rapport Youth and Family Services, Trillium Health Partners and William Osler Health System – for working with us to build a CYMH service system that works for children, youth and families in our community. As the MOMH action plan reaches full implementation, PCC will continue to embrace its responsibility for planning for the delivery of MCYS-funded core community-based CYMH services, and for working with community partners across Peel.

Building a Provincial System that Works

In addition to supporting Peel's local MOMH priorities, PCC has also been heavily involved in supporting MOMH's provincial initiatives through the Lead Agency Consortium (LAC), its associated working groups, and the LAC Community of Practice (CoP), supported by the Centre of Excellence for Child and Youth Mental Health (CoE for CYMH).

- PCC CEO Humphrey Mitchell completed his term as co-chair of the LAC and co-chaired two LAC working groups.
- One of these, the Business Processes Working Group, developed processes to support multi-year contracting, including issue resolution, and clarified roles and responsibilities for Lead Agencies, Core Service Providers and MCYS' regional and corporate offices.
- As a member of the Funding Allocation Working Group, Humphrey Mitchell participated in the development of a CYMH funding allocation model based primarily on child and youth population, combined with socioeconomic, diversity and rurality factors. The model was announced by the provincial government in March 2018.
- Ceri Harnden (Chief Officer, System Integration) and Dr. Kathy Sdao-Jarvie (Chief Officer, System Planning and Accountability), participated in the Lead Agency CoP. MCYS continues to work with members of the CoP and the CoE for CYMH to improve the multi-year planning template and user guide. In addition, there has been a provincial focus to clarify Core Services and Key Processes definitions to ensure that agencies within and across service areas are using the same approach when interpreting definitions and collecting data. This consistency is critical to producing high quality data.
- Dr. Kathy Sdao-Jarvie has been active in supporting MCYS' phased enhancement to the CYMH sector's clinical information systems (CIS), including EMHware, the CIS implemented in the Peel service area. The CIS enhancement project will build capacity across service areas to collect and analyze quality data at the provincial level.

Core Services & Key Processes



As one of 33 Lead Agencies, we remain committed to our role in building a provincial mental health system through partnership with our fellow Lead Agencies, Core Service Providers in Peel and provincially, and the Ministries that support MOMH. It is an honour and a privilege to work together to build a better CYMH system for Ontario's children, youth and families.



Building A Strong Community

Working Together with Youth and Families

Family Engagement (FE) and Youth Engagement (YE) appreciate that caregivers and youth have expert knowledge in both their child/themselves and the mental health system where they access services. As such, it is essential that the voices of families and youth are heard, and that they share and effect change in that system. The ultimate goal is to make the system, and its services and staff, better meet the needs of children, youth and families.



Peel's Family Engagement Development Group.

We are grateful to the family members and youth who participated in FE and YE initiatives throughout the year, including the Family Engagement Development Group and the Youth Engagement Working Group. These groups are comprised of parents/caregivers, youth and staff from across Peel's six Core Service Providers.

The FE Development Group is responsible for developing the FE mechanism for CYMH services in Peel. Peel's FE Coordinator also compiled an environmental scan, *Family Engagement in Child and Youth Mental Health: A 2016/17 Review of Status and Opportunities in Peel Region*, which will be used to identify gaps and inform future priorities. The YE Working Group planned system-wide YE training, developed Peel's YE values and are in the process of developing a system-wide framework for peer support. Through Peel's FE and YE Coordinators, youth and families continue to be invited to participate in initiatives such as Peel's youth wellness hub proposal, and get involved in advocacy opportunities such as Children's Mental Health Ontario's #kidscantwait campaign to increase government funding for CYMH services. Families and youth have also participated in:

- Choosing the name, logo, and brand look and feel for Peel's "front door" to CYMH services, WhereToStart.ca, which will simplify access to MCYS-funded services and supports.
- Peel's Brief Services Review, which looked at data and service trends from the last three years across the Brief Services delivered by Peel's Core Service Providers. In our role as Lead Agency, PCC looks forward to making recommendations based on the review to MCYS and implementing changes to better serve youth and families.
- Reviewing and updating PCC's Client Satisfaction Survey to ensure that the questions we ask are meaningful and relevant to youth and families. As a result of the review, the Client Satisfaction Survey is now available online, making it easier for youth and families to provide valuable feedback.



Thanks also to Parents for Children's Mental Health and The New Mentality for launching chapters of their respective organizations in Peel and facilitating peer support opportunities for caregivers and youth.



Peel Children's Centre
@PeelCC

Follow

A new support group for #parents of #children and #youth with #mentalhealth challenges will be launching in January. Learn more at pcmh.ca/peel pic.twitter.com/fJjil5nXEt

Maureen MacKay
@studentwellbeing

Follow

Parents, school teams, community partners all working together is good for the well-being of children and youth. Thank you PCMH & PCC for bringing this support to parents in Peel [@studentwellbeing](#) [@PeelSchools](#) [@ClimatePeel](#)

Taking Stock of Peel's Child and Youth Mental Health Resources

As Lead Agency for CYMH in Peel, it is PCC's responsibility to ensure that Peel's community-based CYMH sector works together with other child- and youth-serving sectors to support the mental health needs of children, youth and families. To that end, in 2017-18 we continued to facilitate valuable conversations with our partners in health, education, child welfare, youth justice, newcomer services and other child- and youth-serving sectors through the Community Planning Mechanism for CYMH services. The mechanism's first working group was tasked with compiling a Community Asset Inventory of formal CYMH services and informal supports delivered by all sectors in Peel. The working group recommended an integrated approach to the Community Planning Mechanism's work, exploring opportunities to align community efforts to plan/map CYMH services with the LHINs' planning for adult mental health and addictions services. We look forward to using this information to explore further opportunities to develop more efficient, effective and client-centred CYMH service pathways in Peel.

Enhancing Youth Access to Mental Health and Addictions Services

In 2017, the Ministry of Health and Long-Term Care announced funding support for new integrated service hubs to enhance youth access to mental health and addictions services, and to increase opportunities for early identification and intervention. At these hubs, young people aged 12 to 25 years will be able to receive walk-in mental health and substance use services, as well as other health, social and employment supports all in one convenient location. PCC, as Lead Agency for child and youth mental health services in Peel, and the Canadian Mental Health Association – Peel-Dufferin (CMHA Peel-Dufferin) hosted a community meeting of youth service providers where the community provided support to a Peel proposal submission led by Malton Neighbourhood Services (MNS). In spring 2018, the Ministry of Health and Long-Term Care announced that MNS' proposal was successful. PCC looks forward to working with MNS, CMHA Peel-Dufferin and other community partners to build Peel's first youth wellness hub.

Efficient, Effective, & Innovative

Learning and Growing Together

In 2017-18, we continued to pursue opportunities to know more and do better through a variety of initiatives. Our agency-wide professional development included:

- Initiatives that supported PCC's commitment to diversity and inclusivity. Staff led the way as we celebrated LGBTQ Pride, honoured ethno-cultural diversity and increased our understanding of South Asian and Black/African/Caribbean families' mental health needs. Other agency-wide initiatives supported organizational health, wellness and safety, and fostered appreciation for the strengths of PCC's multidisciplinary staff group.
- The implementation of the ARC (Attachment, Self-Regulation, Competency) Framework throughout PCC's Intensive Services. The ARC Framework guides clinicians working with children and youth, and their caregivers. Two of PCC's intensive treatment programs are already benefitting from the ARC implementation.
- Training on trauma-informed care presented by Dr. Kristen McLeod that built on learning from 2016-17 and focused on the role of caregivers.
- Training on autism spectrum disorder (ASD) that addressed ASD diagnosis, intervention and relevant community resources.
- Lunch and learns led by PCC psychologists focused on learning disabilities, including interpreting psychological reports and accommodating learning disabilities in treatment.
- A community of practice to support clinical and administrative staff who work with children, youth, families and service providers in French.
- Research shared at conferences on the topics of infant mental health, the use of data in clinical supervision and adopting new practices to support system change.

PCC also coordinated opportunities for the Peel child and youth mental health (CYMH) service system to learn together. As a system, we enhanced our capacity to respond to the needs of children, youth and families through:

- System-wide orientations to Family Engagement and Youth Engagement for staff, families and youth.



PCC staff celebrated gender and ethno-cultural diversity during Pride Month and Black History Month.



Staff attend Punjabi Community Health Services' International Women's Day Gala in March.

- Training in motivational interviewing, an evidence-based communication style shown to enhance engagement, increase readiness and guide conversations to support mental health change.
- Selective mutism training facilitated by Canadian expert, Dr. Angela McHolm. The training launched a new pilot care pathway between PCC and Trillium Health Partners (THP) in which THP will diagnose children, offer a parenting psycho-educational group, and refer families to PCC for follow-up counselling and school support.
- Training on the importance of building healthy and responsive adult-child relationships in the early years, led by national early childhood mental health expert Dr. Jean Clinton.

Our Commitment to Accountability and Quality

PCC once again underwent a rigorous accreditation process by the Canadian Centre for Accreditation (CCA). Following the submission of extensive documentation and a multi-day on-site review by professionals from the social services sector, PCC was awarded a four-year accreditation, having met 100% of CCA's mandatory and leading practice standards.

In its final report, CCA highlighted a number of PCC's strengths, including our:

- strong and committed board of directors;
- well-planned and successful fundraising strategy;
- culture of learning and professional development;
- clinical records, treatment planning and commitment to client-centred care;
- strong program evaluation skills, knowledge and leadership within the organization;
- continuous commitment to evidence-informed and evidence-based practices; and
- engagement with client families and community partners.

Separate from our Accreditation process, PCC invited our community partners to provide feedback on their experiences with our organization's clinical programs and services. The feedback we received showed that PCC is seen as an organization that provides high quality services that help children, youth, and families deal more effectively with their mental health challenges. Our partners also let us know that PCC can continue to improve:

- the community's awareness of our programs and services;
- the coordination and facilitation of client transitions between organizations; and
- wait times for service.

As Lead Agency for Moving on Mental Health in Peel, and as an organization dedicated to continuous quality improvement, PCC is actively addressing these areas in order to ensure that client access to high quality services is as seamless, coordinated and timely as possible.



Thanks and congratulations to our staff on PCC's successful reaccreditation by CCA!

Thanking Our Caring Community



Evening of Hope Gala

Thanks to all those who joined us in November for an Evening of Hope, where we celebrated the “shining stars” of our caring community and raised \$65,360 for PCC’s high quality mental health services for children and youth. Special thanks to our celebrity MC, Peel Region’s very own Jahmeelah “Jam” Gamble, and to Mississauga Poet Laureate and youth advocate, Wali (Flo) Shah, who shared his journey to overcoming mental health challenges through a powerful spoken word performance. Thanks to our generous event sponsors; to everyone who donated auction items, purchased tickets, and bid on auction items; and to the volunteers who helped make it a night to remember.



Mississauga City Councillor Sue McFadden with guests at PCC's Evening of Hope.

PCC CEO Humphrey Mitchell with Amrit Mangat, MPP (Mississauga-Brampton South).



2017 Mary Neville Award



Donna McIlroy and Angela Lawton.

Presented annually since 1988, the Mary Neville Award recognizes community members for their outstanding contributions to children’s mental health services. The 2017 Mary Neville co-recipients, Angela Lawton and Donna McIlroy, were honoured for their contributions to prevention and early intervention in children’s mental health, causes championed by the award’s namesake. Angela Lawton was recognized for her efforts to empower families, professionals and the Peel community to pioneer innovative ways to help young children with prenatal substance exposure and their families. Donna McIlroy was recognized for her contributions to the award-winning Peel Inclusion Resource Services (PIRS) program, which

strengthens the capacity of childcare providers and families to support the developmental and mental health needs of Peel’s youngest citizens. On behalf of our entire community, we thank Angela and Donna for their commitment to helping children and families.

Thank You to Our Generous Supporters

Our work with children, youth and families would not be possible without support from our caring community of individual, community and corporate donors. Generous contributions from Alectra Utilities, the Community Foundation of Mississauga, Peel Regional Police, John William Burgess Enterprises Inc., Spectrum Health Care Foundation, the Toronto Fresh Air Fund, the Mississauga Central Lions Club and the Mississauga Firefighters’ Benevolent Fund enhanced our capacity to provide high quality, free and confidential services to more than 4,300 children, youth and their families in 2017-18.

We are also grateful to the more than 250 participants and volunteers who supported our 13th Annual Cosmic Bowl, raising more than \$47,000. Since its inception Cosmic Bowl has raised nearly half a million dollars for children’s mental health services in Peel!

We extend our heartfelt thanks to our generous community for in-kind support, including:

- Air Canada, Peel Paramedics, Peel Regional Police, and the Rotary Club of Bramalea who, with the help of Dreams Take Flight, made a trip to Disney World a dream come true for 12 PCC children.
- The dozens of individuals, families, businesses, and service organizations that collected school supplies, toys and diapers during the back-to-school and holiday seasons for PCC families in need. You make a difference!



PCC Volunteer Coordinator Linda Buchanan with Michael Scott.

2017 Volunteer of the Year

Congratulations to the 2017 Ron Lenyk Volunteer of the Year Award recipient, Michael Scott! After growing up without a positive male role model in his own life, Michael became a volunteer mentor to provide support to a young male whose childhood was similar to his own. Michael’s mentee is now a college student and remains friends with Michael, who continues to promote opportunities to support PCC as a small business owner in Brampton. Michael is among the more than 100 volunteers who support PCC families annually as childcare providers, drivers, mentors, tutors, respite providers, and fundraising assistants. To all our volunteers, thank you for dedicating your time and talents to helping others.

Financial Overview / Aperçu financier

Thank You / Merci



Statement of Revenue and Expenses / État des revenus et dépenses
Year ended March 31, 2018 / Exercice terminé le 31 mars 2018
Based on Ministry reporting requirements /
Conformément aux exigences du ministère en matière de production de rapports

Service or Process / Service ou processus	Revenue / Revenus	Expenses / Dépenses	Excess/Excédent Revenue over Expenses Revenus sur les dépenses
Brief Services / Services brefs	888,382	901,335	(12,953)
Counselling/Therapy Services / Services de conseils et de thérapie	2,447,098	2,472,036	(24,938)
Crisis Support Services / Services mobiles de soutien en cas de crise	865,200	868,663	(3,463)
Family Capacity Building and Support / Renforcement des capacités et du soutien pour la famille/le fournisseur de soins	509,860	531,315	(21,455)
Coordinated Access/Intake / Planification – Services d'accès/d'admission	553,717	624,158	(70,441)
Intensive Treatment Services / Services de traitement intensif	7,323,154	7,496,786	(173,632)
Case Management – Service Coordination / Processus de coordination des services	1,912,131	1,951,866	(39,735)
Specialized Consultation/Assessment / Services de consultation/d'évaluation spécialisés	1,105,667	1,109,948	(4,281)
Targeted Prevention / Prévention ciblée	369,469	378,361	(8,892)
Lead Agency Transition Support / Appui à la transition – Organismes responsables	932,057	935,607	(3,550)
Community Capacity Building / Renforcement de la capacité communautaire	62,222	65,420	(3,198)
Complex Special Needs – Individual / Besoins particuliers complexes – placements individuels	48,185	46,571	1,614
MCYS - Other / MSEJ – Autres catégories	64,204	88,300	(24,096)
Child Witness / Enfant témoin	165,000	171,631	(6,631)
Court Clinic / Clinique d'aide judiciaire	247,037	247,716	(679)
Peel Inclusion Resource Services / Services de ressources d'inclusion de Peel	1,505,043	1,507,254	(2,211)
Complex Special Needs – Community Enhancement / Besoins particuliers complexes – amélioration dans la communauté	208,186	208,486	(300)
Youth Engagement/Family Engagement / Mobilisation des jeunes/Mobilisation des familles	25,585	25,585	-
Economic & Business Development* / Développement économique et des affaires*	2,232,397	1,906,243	326,154
Draw to/from Retained Surplus / Retrait à/de l'excédent non distribué	72,687		-
Total	21,537,281	21,537,281	-

*Includes Fundraising and Development activities / Comprend les activités de collecte de fonds et de développement

PCC is proud to celebrate 100% giving from our Board and senior team. We are also thankful to the many staff who make PCC their charity of choice. To our funding partners, generous individual donors, and the community groups, corporations and foundations who support us, thank you for being part of our caring community working together for children and youth. We also extend our gratitude to those whose in-kind donations helped us raise \$113,000 at our two signature events. The following is a list of donors from April 1, 2017 to March 31, 2018.

Le PCC est fier de célébrer le fait que nous avons reçu des dons de tous les membres de notre Conseil d'administration et de notre équipe de dirigeants. Nous remercions aussi les nombreux employés qui ont choisi le PCC comme organisme de bienfaisance privilégié. À nos partenaires financiers, aux donateurs individuels généreux et aux groupes communautaires, aux entreprises et aux fondations qui nous appuient, nous vous remercions de faire partie de notre collectivité bienveillante qui œuvre ensemble pour le mieux-être des enfants et des jeunes. Nous souhaitons également exprimer notre gratitude à tous ceux dont les dons en nature nous ont aidé à recueillir 113 000 \$ lors de nos deux événements phares. Voici la liste de nos donateurs du 1^{er} avril 2017 au 31 mars 2018.

**Major Gifts /
Dons importants**
\$20,000+

The Pendle Fund, Community
Foundation of Mississauga

\$10,000+

Spectrum Health Care Foundation
Tim Hortons Peel Restaurant Owners

\$7,000+

Bell Canada
Humphrey Mitchell
John William Burgess Enterprises Inc.
Scotiabank
The Sifton Family Foundation
Toronto Star Fresh Air Fund

\$5,000+

James Murray
King Masonry Yard Ltd.
Mississauga Central Lions Club
Peel Elementary Teachers Local
TD Bank Financial Group

\$2,500+

Ascona Foods Group (Canada) Ltd.
Bird Construction
City Of Brampton
Loblaws Inc.
Metalogics
Mississauga Firefighters Association
Benevolent Fund
Nainesh Kotak Professional
Corporation Barrister & Solicitor
The Children and Youth Fund at
the Community Foundation of
Mississauga
The Regional Municipality of Peel
Police Services Board

**Sustaining Gifts /
Dons de soutien**
\$1,000+

Aventura Court Limited Partnership
Ceri Harnden
Cotton Candy
Cushman & Wakefield Ltd. Brokerage
Dimension Data Canada Inc.
Donna McIlroy
Equitable Life of Canada
Hossack & Associates Architects Inc.
Husky Injection Molding Systems
Jessica Roselli
Kenneth Foxcroft
Linda Lee-Berkowitz
Lori Galliera
Metroland Media Group Ltd.
Pearson Dunn Insurance Inc.
Purdy's Chocolates
RBC Royal Bank
RBC Royal Bank of Canada
Regional Municipality of Peel
Rudy Riske
Teri Gordon
The Newland Group
Walmart Canada

**Loyalty Gifts /
Dons de fidélité**
\$500+

Amrit Khaper
Arbonne Charitable Foundation
Claim Secure Inc.
Crayola Canada Inc.
Curl Up & Dye, Brampton
David Kingsland

Habib Canadian Bank
Jerry's No Frills
John Armstrong
Kathy Sdao-Jarvie
Manulife Financial
Mora Thompson
Pallett Valo LLP
Patricia Grady
PLASP Childcare Services
Roman Boychuk
Sutton Group - Summit Realty Inc.
Tammi Lisson
The Central Group (Central Impact)
The Corporation of the Town
of Caledon
Thompson, MacColl & Stacy LLP
Toronto Dominion Bank
United Employees Credit Union Ltd.
Wendy Walker
Zakkak Computerized Accounting
Services

\$250+

Alan & Chris Bromstein
Anixter Canada Inc.
Ellis-Don Construction Ltd.
Gail Anderson
Glen Schnarr and Associates
Jennifer Clark, Soup Girl
Juan Romero
LCBO
Linda Yuval
PACE Savings & Credit Union
Paul Lundie
Royal Canadian Legion
Stephanie Barbosa
The Arc Group Canada Inc.

We strive for accuracy. In case of discrepancy, please contact the Development Office at 905-795-3500, ext. 2298.

Nous faisons tout notre possible pour fournir des renseignements exacts. Veuillez contacter notre Service du développement au 905-795-3500, poste 2298, pour signaler toute erreur.