



Thrive

Child and Youth Trauma Services

prevention *education* treatment

ANNUAL REPORT 2020-2021



905-523-1020



www.thrivechildandyouth.ca



460 Main Street East, Suite 201



info@thrivechildandyouth.ca

Table of Contents

A Message to Our Community	Page 3
Mission, Vision and Values	Page 5
Program Statistics	Page 6
Our Virtual Reality	Page 7
Diversity, Equity and Inclusion	Page 8
YouThrive	Page 9
Leaders for Kids Award	Page 10
Stronger Together	Page 11
Our Sponsors	Page 12
Our Community Partners	Page 13
Statement Of Operations	Page 14
Conclusion of Report	Page 15

A Message to Our Community

As we reflect back on 2020, a year filled with incredible pain and disruption, we must also acknowledge that there were opportunities that revealed themselves. Together we experienced the COVID-19 pandemic, and together we adjusted nearly every aspect of our work because of our collective commitment to the children and families we serve—and to each other. Perhaps a hidden gift from this past year is that we have come to realize that change may not be as hard as we once believed. We moved forward cautiously, creating a safe and effective virtual program delivery model that you will read more about in this report. Change was difficult, but certainly what seemed impossible became possible!

This year continued to highlight how important it is that anti-oppressive practices be integrated into all that we do. Marginalized communities have been disproportionately and negatively impacted by the pandemic, so it goes without saying that Thrive believes it cannot fulfill our mandate without acknowledging and addressing the oppressions in our system. This work requires change at all levels, beginning with each of us individually. We have a long way to go, but we have started.

We think it's important to share some of the efforts that have been made here. We have diversified the representation in perspectives on our Board of Directors who is active in our agency discussions about creating more inclusive practices. We provided leadership in community discussions which resulted in a co-developed, Anti-Black Racism Statement for Hamilton's child and youth systems which you can find on our new website. We also participated and assisted in the coordination of a sector wide leadership training series, attended by over 30 agency leaders.

Our ongoing internal discussions have led to individual learning and unlearning, and we have been revising programs to be more inclusive and equitable for everyone we serve. We are thrilled to share more about a new partnership program YouThrive which you will read more about in this report. This collaborative mobile mental health program will support Black and Indigenous youth with their mental health needs.

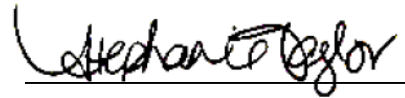
This past year's work would not have been possible without our incredible team of staff and clinicians. You rose to the challenge with your tireless dedication and commitment. Thank you to our highly engaged Board of Directors. You showed up, and we met quorum at every meeting. Thank you for your commendable commitment to Thrive and our community. We want to thank our community partners for staying on course in our systems level work. Thrive is proud to be part of this collaborative and coordinated sector in Hamilton. Finally, we thank our funders. Your quick planning and mobilization created relief in a very challenging time for the families we serve.

The future of Thrive is exciting, however we know the effects of the mass trauma that the pandemic has inflicted will be prevalent in our community for a long time. In order to stay present and resilient for those who depend on us, we must take care of ourselves and each other.

"The true courage is in facing danger when you are afraid" The Wonderful Wizard of Oz



Beverly Bronte-Tinkew, Board Chair



Stephanie Taylor, Executive Director

Mission, Values and Vision

Mission

A community-wide response to childhood trauma that combines excellence in treatment, state-of-the-art education, and community-oriented prevention initiatives aimed at reducing the incidence and impact of child maltreatment and promoting the safe and healthy development of children.

Vision

We believe thriving children create thriving communities.

Values

Inclusiveness – an agency culture or a way of thinking and acting that allows every individual to feel accepted, valued, and safe.

Service Excellence – trusted expertise that is responsive to our communities needs and built on continuous improvements.

Compassion – people are more than the sum of what has happened to them.

Program Statistics

125

INDIVIDUAL CLIENTS SERVED

88
SAAT

The Sexual Abuse Assessment and Treatment (SAAT) program offers comprehensive assessment and specialized intervention and treatment to children and youth who have been sexually victimized, or who are exhibiting concerning sexualized behaviours.

37
OASIS

The Outreach, Assessment and Specialized Intervention Services (OASIS) program is Hamilton's only mental health trauma treatment program offering specialized services to immigrant and refugee children, youth, and their families who have experienced trauma in another country, while on their journey to Canada, or while in Canada.

Along with many others, the impact of our office closure required us to stop new intakes from April to July, resulting in a lower number of clients being seen in 2020-2021.

Our Virtual Reality

Enhanced IT Security Policies and Training

KnowBe4 Educational Training Platform implementation, including phishing security tests, as well as new IT policies developed and implemented.

Laptops

All Clinicians and Staff received work laptops that securely access the organization's data and ensure that our IT policies are enforced.

CloudAlley

Providing offsite backup of all MS office data into a secure server located in Canada. This provides us access to all data in the event of a security breach.

Radius Child & Youth Trauma Services

Partnered and provided access to our online parent support groups which allowed more families access during the lockdowns.

Digitalization of Records

We undertook a project in which paper based client files were scanned and uploaded to our client management database following Ministry of Health standards, aligning us to continue with electronic medical records.

EMHWare

Migrated to a new client management database, which includes a secure client portal, a telehealth module, as well as other collaborative tools to streamline work locally.

SharePoint

Created a SharePoint site for the organization to collaborate and share key information internally in a secure virtual space.

CFC

This cyber incident response app provides direct access to an in-house team of specialist responders, in the event of a cyber attack.

Virtual Assessments

Completed a program component review of our psychological assessments to identify and implement a virtual option which is safe and accessible for clients virtually- implementing to take place in 2021-2022

Website

Started the development and planning of a new website for the organization that has an enhanced user experience and is easy to navigate.

2020 - 2021

Diversity, Equity & Inclusion



Our Commitment to Diversity, Equity and Inclusion

At Thrive we know that our greatest strengths come from the people who make up our team and through the relationships we have built with our community partners. So for us, inclusion and diversity is ingrained in who we are today because we know it's what will get us to tomorrow. But our work is far from over. We are continuously pushing to do better.

What are we doing at Thrive? As an organization we are empowering our team to make an impact in the lives of the clients we serve and throughout the Hamilton community. We are fostering an organizational culture that is unconditionally inclusive. In return, we ask that our team and community partners contribute their unique perspectives, ideas, and experiences for one common purpose: to be active allies in making the changes required to create a just and equitable society.

How are we doing this? We have dedicated the time and resources to look through an inclusive and equitable lens at our programs. We have made meaningful changes and developed new programs that reduce the barriers that marginalized populations face when accessing our services. We have looked internally at our policies and procedures to align them with the values and best practices of anti-racism and anti-oppression. Thrive has also engaged in many dialogues with our community partners to explore how together we can best advance this work throughout the sector.

YouThrive

St Joseph's Youth Wellness Centre in partnership with Hamilton Regional Indian Centre, Thrive Child and Youth Trauma Services, and De dwa da dehs nye>s Aboriginal Health Centre has unveiled YouThrive, a new mobile mental health program for BIPOC children and youth.

YouThrive is geared towards children and youth between the ages of 4 to 25 who have encountered racism in different parts of their lives such as school, work, social settings, etc. This program aims to offer mental wellness services to children and youth who have experienced discrimination based on race-related factors that affect their overall quality of life.

YouThrive

MENTAL HEALTH PROGRAM
FOR
BIPOC

(BLACK, INDIGENOUS & PEOPLE OF COLOUR)
CHILDREN, YOUTH & FAMILIES



Workshops
curated for BIPOC
children, youth & families

Peer Support
led by racialized workers
with lived experiences

Therapy & Counselling
culturally-adapted & healing-
centred approaches

Support Groups
offering culturally safe
spaces

Capacity Building
providing tools to partner
agencies to meet needs of BIPOC
community

The infographic features five service categories, each accompanied by a circular icon divided into four quadrants of black, white, yellow, and red. The text is arranged in a vertical list on the right side of the infographic.

Leaders for Kids Award 2020

The Leaders for Kids award recipients are community members who have demonstrated a commitment to our vision of thriving children and whose efforts in supporting THRIVE advocating for children and youth have gone above and beyond.



Andrey
Tsirulnikov

For over 10 years Andrey has been supporting the IT infrastructure at Thrive Child and Youth Trauma Services, alongside his full time work at Catholic Children’s Aid Society of Hamilton. Long before COVID changed our world, Thrive had begun the transition to becoming more mobile in our work thanks to Andrey. Although we never imagined a worldwide pandemic was closing in on us, Andrey’s forward thinking prepared us for the day we locked our office doors and began working from home. Under Andrey’s direction and expertise, Thrive has come a long way from our small James Street North location years ago, to today –where we are safely delivering mental health services through in our virtual mid-pandemic world. This has only been possible because of Andrey Tsirulnikov and the Catholic Children’s Aid Society of Hamilton.



Gilles
Gagon

It has been almost 15 years Gilles first connected with Thrive. Gilles is the founder of True Connections Web and what sets True Connections Web out from others is their outstanding personal care, incredible customer service and support all of which he has carried over into his work with Thrive. Gilles has maintained our website for many years and has been involved in other initiatives throughout the organization including supporting us as we rebranded to become who we are today, Thrive Child and Youth Trauma Services. To this day, Gilles continues to provide support our agency– ensuring it remains up to date, reducing vulnerabilities within it. Gilles has gone above and beyond in volunteering his time to support Thrive’s success as he has said “I’m a true believer that my clients' success is my success.”. Our success at Thrive is only made possible through a collective of amazing people, and Gilles, you are one of them!

Stronger Together

"If I ever go looking for my heart's desire again, I won't look any further than my own back yard. Because if it isn't there, I never really lost it to begin with." - The Wizard of Oz.

Thank you to the following board members, staff, clinicians, consultants and volunteers who have supported the children and youth of Hamilton through our programs and services in 2020-21.

Staff

Stephanie Taylor, **Executive Director**
Janice Floyd, **Client Services Coordinator**
Laurie Gallagher, **Program Support Coordinator**
Keeley Sims, **Administrative Assistant**
Nancy Rumble, **Clinical Social Worker** (Parental Leave)
Erin Barr, **Clinical Social Worker**

Board of Directors

Beverly Bronte-Tinkew, **Chair**
Trevor Allen, **Vice Chair**
Pam Nielsen, **Treasurer**
Mark Daly, **Secretary**
Kristine Beaupré, **Past Chair**
David Corbett
Zarema Mammadova
Manjeet Singh
John Tselepakis

Volunteers/Students

Andrea Abeysekara (Volunteer)
Megan Gauthier (Clinical Student)

Clinical Consultants

SAAT Program

Karen Holladay, **SAAT Clinical Supervisor**
Heather Barbour
Franca Iannotta
Heather Rosser
Tricia Schinkel
Shawn Chisholm
Deborah Meehan

OASIS Program

Abrar Mechmechia
Mirela Sima
Astrid Mejia
Chandan Preet

Consultants

Adrian Burlacu
Jenni Haggie



Our Sponsors

Thank you to the following funding partners and sponsors who have supported our programs and services in 2020-2021. We remain committed to providing the highest standards of clinical treatment for the children and youth of Hamilton.

- ◆ Ministry of Health
- ◆ City of Hamilton, Community Enrichment Fund
- ◆ Magnes Group/Northbridge Financial Corporation
- ◆ Hamilton Steelworkers Area Council
- ◆ United Steelworkers of America Local 4153
- ◆ United Steelworkers
- ◆ Pioneer Energy
- ◆ HSAC Women of Steel
- ◆ Women of Passion and Purpose
- ◆ Gore Mutual Insurance Company
- ◆ Hamilton Rising Transportation Ltd.
- ◆ IG Wealth Management
- ◆ CHML Children's Fund
- ◆ DeGroote School of Business/Paletta International
- ◆ United Way of Halton and Hamilton



Our Community Partners

Thank you to the following community organizations that have contributed their time and resources to supporting our organization's mission through ongoing partnerships.

- ◆ Children's Aid Society of Hamilton
- ◆ Catholic Children's Aid Society of Hamilton
- ◆ Catholic Family Services
- ◆ City of Hamilton – Child and Adolescent Services
- ◆ COAST
- ◆ De dwa da dehs nye>s Aboriginal Health Centre
- ◆ Hamilton Regional Indian Centre
- ◆ Hamilton Wentworth Catholic District School Board
- ◆ Hamilton Wentworth District School Board
- ◆ Lynwood Charlton
- ◆ Lynwood Charlton Centre
- ◆ Michael Hayden, Digitalization Project Management
- ◆ Mission Services – Inasmuch House
- ◆ Radius Child and Youth Trauma Services
- ◆ Youth Wellness Centre



Statement of Operations 2020-2021

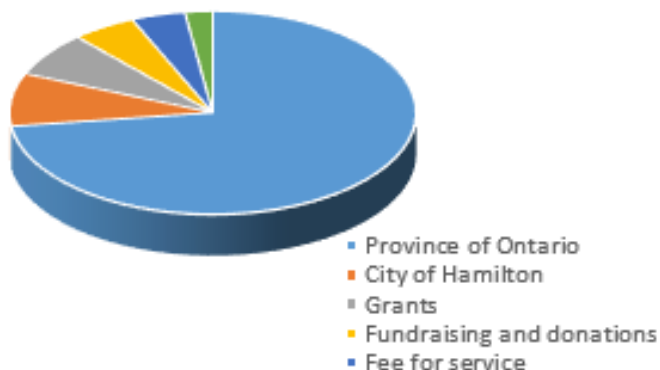
Revenues

Service agreement funding	
Province of Ontario	\$473099
City of Hamilton	\$54765
Grants	\$46169
Fundraising and donations	\$33345
Fee for service	\$27820
Interest and other revenues	\$14300
Total	\$649498

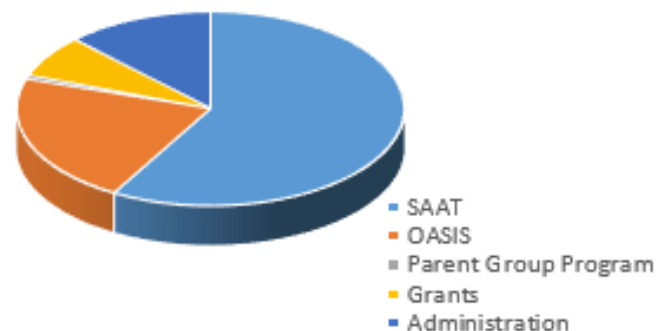
Expenditures

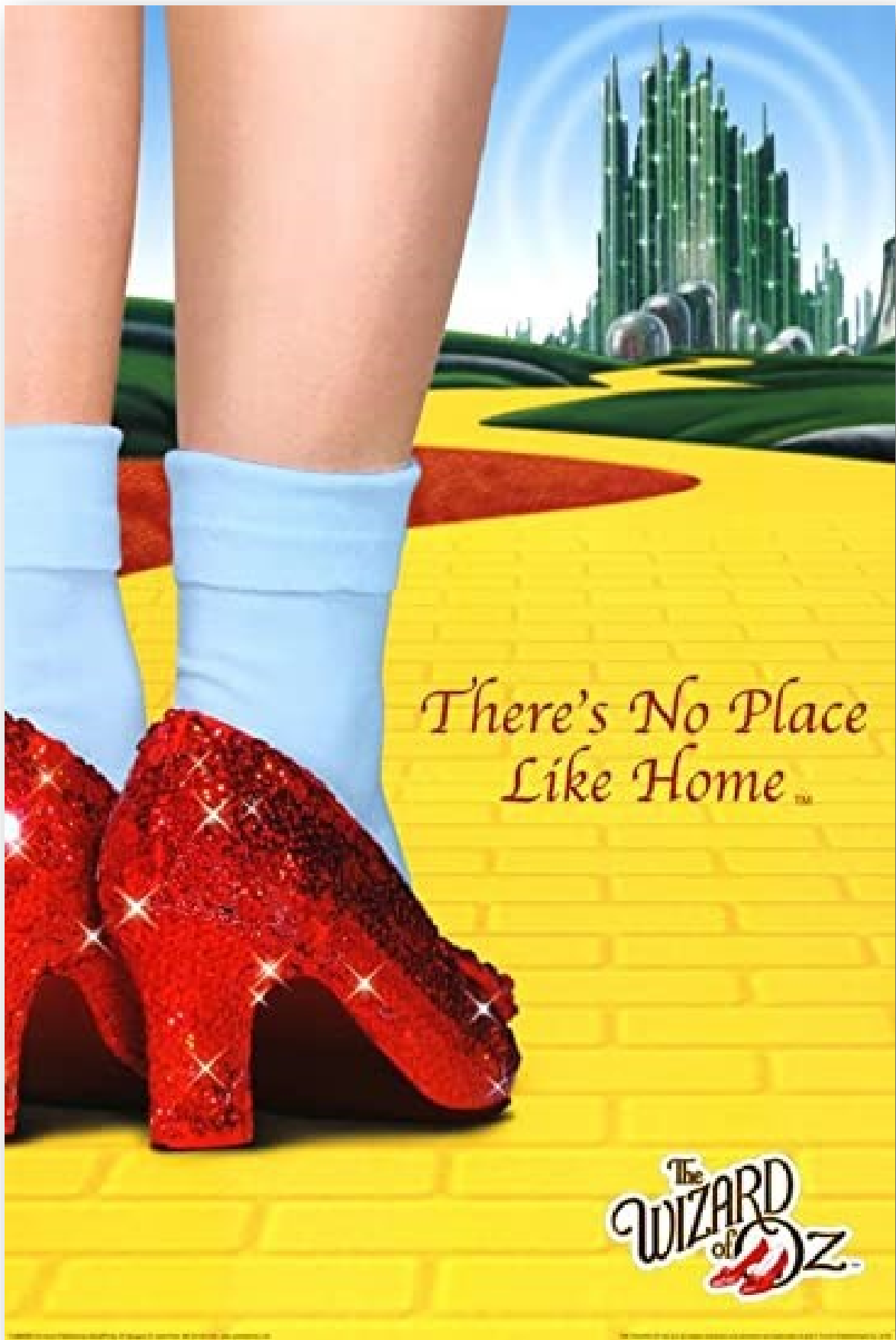
Service agreement expenditures	
SAAT	\$381690
OASIS	\$141929
Parent Group Program	\$4245
Grants	\$46169
Administration	\$80920
Total	\$654953
Net revenues	\$(5455)

REVENUES



EXPENDITURES





*There's No Place
Like Home™*

*The
WIZARD
of OZ™*

© 1985 MCA Home Video, Inc. All Rights Reserved. MCA Home Video, Inc. is a registered trademark of MCA Home Video, Inc.

© 1985 MCA Home Video, Inc. All Rights Reserved. MCA Home Video, Inc. is a registered trademark of MCA Home Video, Inc.