



# 2023-2024 Annual Report



Associated Youth | Les Services Associés  
Services of Peel | pour les Jeunes de Peel



## President's Message

On behalf of the Board of Directors, I would like to welcome you to commemorate AYSP's 38th year of operation.

This year, we meet in person – the first time since the COVID-19 Pandemic! We are happy to come together to celebrate our work.

AYSP's Strategic Plan continued to guide our work in 2023/2024, relating to our services, human resources, operations and partnerships. We are working with partners to maximize the positive impact of services in our community. We have welcomed the support of a Youth Engagement Committee and look forward to the input from the emerging Family Engagement Committee. We have implemented and updated our HR Policy Handbook and are working on the development of a Wellness Strategy for our

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organization. We shared learning opportunities as an organization with the support of colleagues and trainers who shared their insights and expertise. Work has been done to streamline paperwork processes and our Client & Agency Satisfaction Questionnaires have been updated. We continue to partner in our community for service delivery and broadly to address

system barriers. All this, and more, as we also work to maintain our status as an Accredited organization.

This past year, we maintained our Hybrid Model of work based on best practices, as it relates to service delivery, together with client choice. The model is working effectively and we will continue to

monitor its implementation to ensure the most effective and efficient service for our community.

The Annual Report identifies the number of

clients with whom we have worked over this past year. All made possible because of AYSP staff. Over the many years I have been with this agency, I have always been impressed by the staff members' ability and commitment to keep kids and families at the centre of our work – it is an admirable cornerstone of the efforts of AYSP.

Community partnerships and collaboration serve the community well. We are proud of our work alongside our partners in child welfare, developmental services, education, health, police, probation, the courts and the myriad of other social service organizations who make up the network of support in our community. Further, we continue to engage in the efforts of partners, across the province, to contextualize and support our local service while, at the same time, bringing awareness to provincial issues facing the sectors within which we work.

AYSP operations in 2023/2024 were supported by funding and collaboration with the Ministry of Health and the Ministry of Children, Community

and Social Services. We appreciate the support of these funders, and community donors, who enable AYSP's work in the community.

As we look to 2024/25, we embark on the development of a new strategic plan that will help guide our work into the future and will be fueled by the experiences and ideas of the many stakeholders of our organization.

Although my role with the Board will be shifting in the coming year, I know, with confidence, their continued commitment is to the work and the people of AYSP.

Thank you, all, for your commitment to those we serve. The leadership you demonstrate highlights the importance of AYSP's work in the community.

**CHARLIE WAITE**

**Board President**

# Board of Directors

## CHARLIE WAITE

### **Board President**

Charlie is currently a Crown Attorney serving in the A. Grenville & William Davis Courthouse – Ontario Court of Justice. Prior to working as a Crown, Charlie served as a Defense Attorney with Dalzell & Waite. Charlie has practiced both Criminal and Family law and was called to the Bar in 1980 after studying Law at the University of Western Ontario. Charlie has always been a contributor to the community serving as a Volunteer on community Boards within Peel Region. Charlie currently serves as President of AYSP's Board of Directors.

## JOEL CHACHA

### **Board Vice-President**

A retired mediator with the Landlord and Tenant Board, Joel has extensive experience in interest-based mediation, conflict resolution and negotiation. He has excellent negotiation skills acquired through knowledge of conciliation and mediation techniques and practices, interpersonal communication and analytical skills. Joel has a proven record of credibility and objectivity in dealing with, and helping resolve, issues between parties of opposing views. Joel has volunteered with Peel Children's Aid Society as a Board Member. Prior to becoming a Board Member at AYSP Joel served on AYSP's Youth Justice Committee. Joel is a founder and Executive Director of Teamwork Children's Services International Inc. He is a member of the Board of Directors, Teamwork Ministries International Inc. and Teamwork City of Hope.

## SOLOMON OWOO, FCCA, CIA

### **Treasurer**

Solomon is a Finance and Business Professional with over 20 years of specialization in finance, audit, governance performance management, financial management, compliance, and investigations. Solomon's desire for continuous improvement, strategic thinking, and a results-oriented approach, coupled with his core values of integrity and excellence, have shaped his personal and professional life. Solomon has led various initiatives including department restructuring, overseeing product warehouse and logistics, pioneering audit and business control functions, policy integration and implementation for mergers, financial planning, and analysis, leading capital projects, and providing financial guidance to all levels of management and Boards. Solomon's experiences gained in North America, Europe, and Africa, span across the public and private sectors, public accounting, healthcare, technology, and other sectors. Solomon has been volunteering for many years and is also, currently, a Board Member with Our Place Peel and was previously a Board Member, and Chair of the Finance Committee, with Peel Children's Aid Society.

## MICHELE BRUBACHER, CHRL, SHRM-CP, CDMP

Michele is a Certified Human Resources Leader with experience working in various sectors (Corporate, Public, Private, and Non-Profit). Having extensive knowledge, experience and responsibility in actively managing people and resources, Michele is able to independently analyze and resolve unexpected challenges innovatively. Michele's ability to recognize and consider the Big Picture to obtain "win/win/win" outcomes assists AYSP with internal and external organizational needs.

# Board of Directors

## **FRANCES MONARDO**

Frances was called to the Bar in 2010 after graduating from the University of Ottawa's law school. Since then, she has been practicing primarily as a criminal lawyer. During this time, she worked with the Ministry of the Attorney General and the Public Prosecution Service of Canada as a provincial and federal Crown Attorney, respectively. Currently, Frances is staff Duty Counsel with Legal Aid Ontario for the Brampton courthouse where she has served since 2017. As Duty Counsel, she has taken the lead role in the Alternative Resolution Court whose focus is individuals with mental health and other vulnerabilities. As a result of this role, Frances works closely with the Canadian Mental Health Association in Peel, in addition to being a member of the Alternative Resolution Court and Human Services and Justice Coordinating committees.

## **MAHIRA ADEEB**

Mahira currently serves as a staff family lawyer with Legal Aid Ontario. Mahira attended the Faculty of Law at the University of Toronto and was called to the Bar in 2012. Mahira is a member of the South Asian Bar Association and a board member for Peel Family Mediation Services. Mahira is an active volunteer and has served at Lawyers Feed the Hungry and LAWS (Law in Action Within Schools) and Pro Bono Students Canada where she held a placement at SALCO (South Asian Legal Clinic of Ontario).

## **JUDY LABELLE**

Judy is a health, environmental and social sustainability leader with many years of experience working with communities in Peel Region. She is currently the Director of Newcomer Services at Indus Community Services, a not-for-profit settlement agency in Peel, and a member of the Peel Community Benefits Network. Judy began her career at Peel Region as a Public Health Nurse and went on to be a manager in both Public Works and Health Services before becoming an Advisor of Corporate Social Responsibility. For many years, Judy partnered with AYSP in support of children and youth and their families, including as a member of the former Youth Justice Coordinating Committee. She has extensive volunteer experience in Peel and Halton regions and has been a member of AYSP's Board of Directors since June 2019.

## **AVIK GHOSH**

Avik is a lawyer and the founder of Ghosh Litigation, a law firm he established in 2012. Ghosh Litigation is an Agent firm for the Public Prosecution Service of Canada. The firm also has a criminal defence practice. Prior to starting his own firm, Avik worked at two prominent Toronto based criminal defence firms. In both his duties as defence counsel and prosecutor Avik champions youth justice issues and takes an active role encouraging rehabilitation and directing youth on a prosocial path. Avik was called to the Bar in 2006 after graduating from Queen's University law school. Avik is a frequent lecturer and guest speaker at continuing legal education programs.

# Financial Overview

March 31, 2024 with comparative figures for March 31, 2023.

STATEMENT OF FINANCIAL POSITION	2024	2023
<b>Assets</b>		
Current assets:		
Cash	\$1,578,694	\$563,613
Accounts receivable	106,783	84,603
Prepaid expenses and other current assets	163,742	169,589
	1,849,219	817,805
Capital assets	222,896	393,691
	\$2,072,115	\$1,211,496
<b>Liabilities and Net Assets</b>		
Current liabilities:		
Accounts payable and accrued liabilities	\$1,794,662	\$832,037
Deferred revenue	18,340	16,606
	1,813,002	848,643
Net assets:		
Invested in capital assets	222,896	393,691
Unrestricted	36,217	(30,838)
	259,113	362,853
	\$2,072,115	\$1,211,496

For the 12 Months ended March 31, 2024.

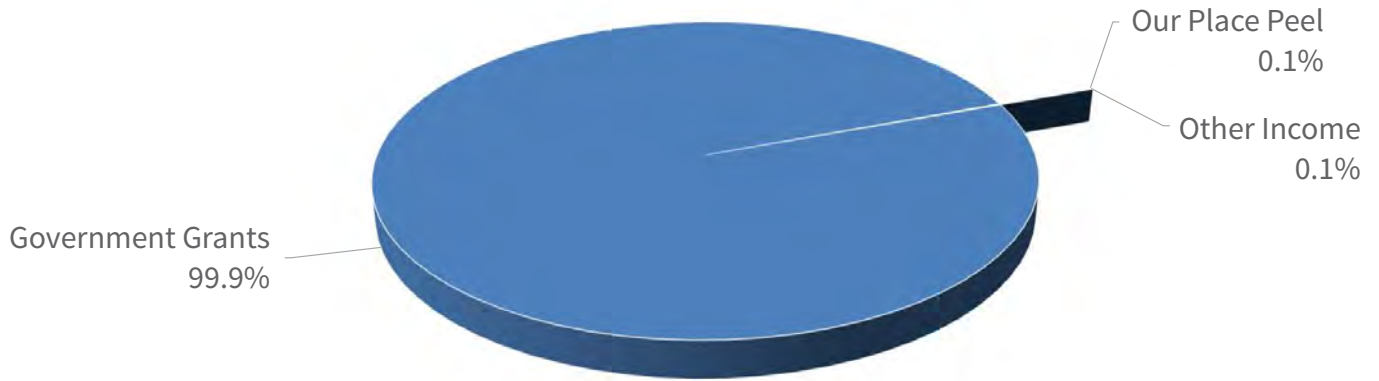
With comparative figures for the 12 months ended March 31, 2023.

STATEMENT OF REVENUE & EXPENDITURES	2024	2023
<b>Revenue:</b>		
Government grants	\$8,123,212	\$7,527,999
Our Place Peel	6,941	-
United Way of Peel Region	-	11,868
Interest and other income	-	767
Charitable contributions	5,373	4,408
	8,135,526	7,545,042
<b>Expenditures:</b>		
Salaries	5,694,464	4,904,567
Benefits	824,398	814,334
Purchased service - client	76,534	47,955
Building accommodation	549,685	597,477
Office	283,014	335,282
Travel	34,401	21,666
Program costs	297,872	302,067
Staff training	189,081	189,399
Purchased services - non client	40,122	43,908
Insurance	78,900	72,699
COVID expenses	-	1,300
Public Education	-	8,000
Amortization	170,795	251,997
	8,239,266	7,590,651
<b>Excess (deficiency) of revenue over expenditures</b>	<b>\$(103,740)</b>	<b>\$(45,609)</b>

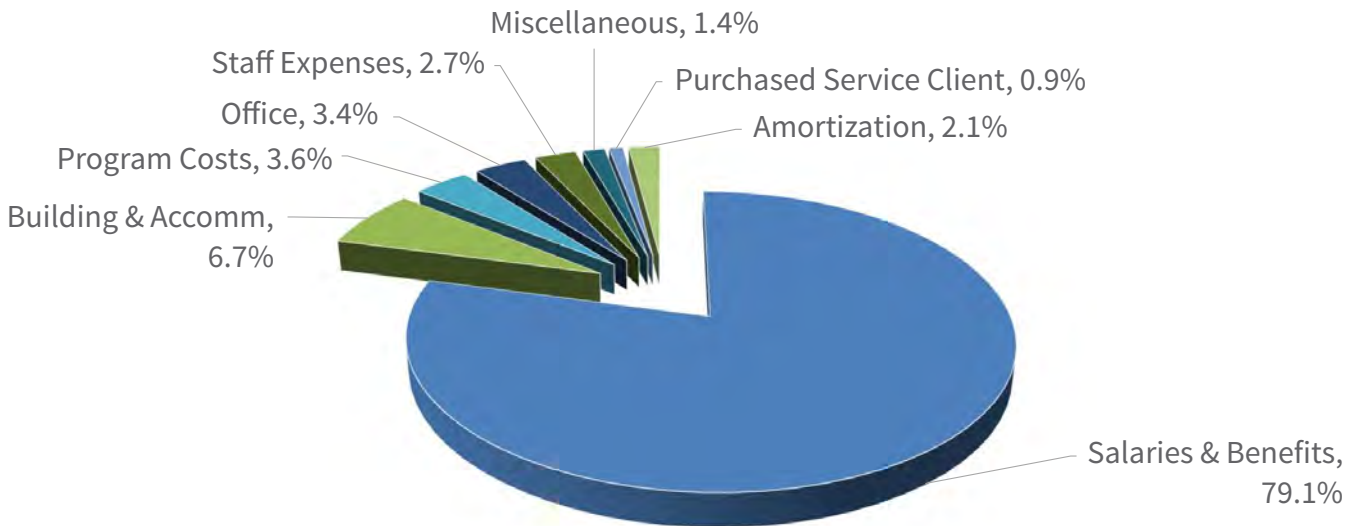
Audited financial statements, prepared by SAAPC Chartered Professional Accountants.

# Revenue & Expenses

## AYSP 2023-2024 Revenue



## AYSP 2023-2024 Expenses



# Children’s Mental Health Services – Service Data

Clients Served 2023 - 2024



Year ended March 31, 2024

AYSP PROGRAM NAME	CLIENTS SERVED 2023 - 2024
A349 - Counselling / Therapy Services	459
A351 - Family/Caregiver Skills Building & Support	56
A353 - Intensive Treatment Services	215
A356 - Targeted Prevention	64
E750 - Residential Placement Advisory Committee (RPAC)	12
E753 - Community Capacity Building	60
E754 - Alternate Dispute Resolution	86
	952



# Youth Justice Services – Service Data

Clients Served 2023-2024

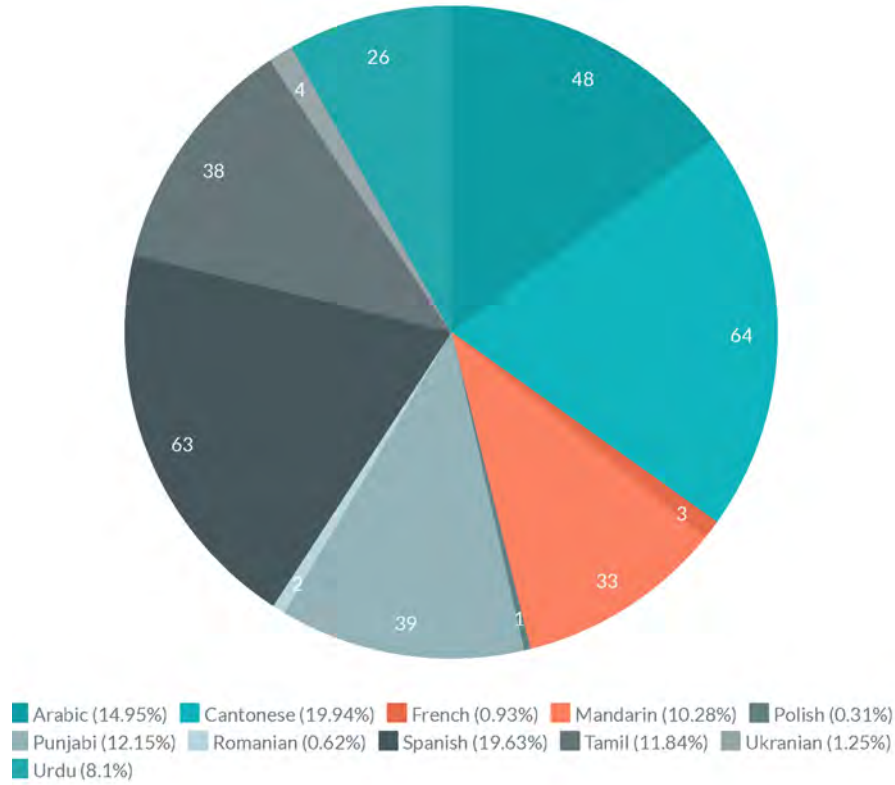


Year ended March 31, 2024

AYSP PROGRAM NAME	CLIENTS SERVED 2023 - 2024
E780 - Extrajudicial Measures (EJM)	467
E782 - Extrajudicial Sanctions (EJS)	275
E786 - Attendance Centre	50
E800 - Employment Life Skills	30
E803 - Other Counselling	44
E835 - YMHCW	75
E850 - Volunteer Coordination	258
YJC (Dufferin, Peel, Toronto)	122
	1321

# AYSP Provides Services in Multiple Languages

Hours of Non-English Service by Language



Year ended March 31, 2024

Over 98% of the more than 400 respondents to Client Satisfaction Questionnaires indicated they received services in the language of their choice. The number of non-English Service Hours varies from year to year, based on client need.

LANGUAGE	HOURS OF NON-ENGLISH SERVICE 2023 - 2024
Arabic	48
Cantonese	64
French	3
Mandarin	33
Polish	1
Punjabi	39
Romanian	2
Spanish	63
Tamil	38
Ukrainian	4
Urdu	26
	321

## AYSP Land Acknowledgement

AYSP serves children, youth and families across the Peel, Halton, Dufferin and Toronto Regions situated on the territories of the Anishinabek (An-ishin-abek), Huron -Wendat (Her-on - Wen-dat), Haudenosaunee (Hoed-eno-show-nee), Ojibway (Oh-jib-way)/Chippewa (Chip-peh-wah), the Mississaugas of the Credit, Wendake- Nionwentsio (When-dah-kee / Nye-on-went-see-oh), At-tiwonderonk (At-ti-wan-da-ronk), and Tionontati (Tee-oh-nahn-tah-tee) peoples.

These areas are covered by Treaty 13: the Toronto Purchase Treaty, Treaty 19: the Ajetance Treaty, the Haldimand Deed of 1784, and Treaty 18: The Nottawasaga Purchase. Indigenous peoples in past and present generations have nurtured and cultivated this land, the land where we live and work.

We acknowledge our Canadian history as a part of Turtle Island involves settler colonialism and oppression of Indigenous peoples. Within the helping profession we acknowledge the specific impact of oppression of Indigenous children, youth and families in our regions and those that we service.

The Truth and Reconciliation Commission has published 94 calls to action to respond and to recognize the rights of the original and current Indigenous inhabitants of the land. We invite all to reflect on one's personal accountability and how to engage in action towards the decolonizing of Indigenous peoples, communities and land.

## AYSP Volunteers

The Volunteer Program at AYSP remains steadfast in its commitment to supporting our organization's programs and our volunteers continue to play a pivotal role in service delivery. Throughout the 2023-2024 fiscal period, our volunteers have demonstrated unwavering dedication and passion in their efforts to make a positive impact on the lives of our clients and the community as a whole.

Our volunteers can be found actively engaged in various aspects of AYSP, including facilitating one-to-one life skills programming for clients, leading Youth Justice Committee circles and providing group support to our DBT (Dialectical Behaviour Therapy), TREE (Tolerating and Regulating Emotions Effectively), YBB (Youth Beyond Barriers) and Triple P (Positive Parenting Program) programs.



In recognition of their invaluable efforts, the Volunteer Program hosted two appreciation events during the fiscal period. The first event, held in April in conjunction with National Volunteer Week 2023, was an opportunity to celebrate our volunteers' dedication and commitment. During this event, we also had the privilege of presenting Years of Service awards to those volunteers who have dedicated 2, 5 and 10 years of service to AYSP. Our second event, held in November, further fostered a sense of community and team-building among our volunteers, strengthening our collective resolve to make a positive impact in the lives of children, youth and families.



We were thrilled to welcome 13 new volunteers to the Peel Volunteer team, onboarded and trained during our Spring Volunteer Recruitment in April and May. These volunteers each bring their own unique skills and perspectives to holistically enrich AYSP's programs and services.





Furthermore, our volunteers have actively pursued opportunities for professional development to enhance their skills and expertise. Several training sessions were conducted throughout the year, including the Non-Violent Crisis Intervention Training facilitated by the Canadian Training Institute, as well as program facilitator trainings for our Employment Readiness, CHOICES, Anger Awareness and SMART Programs. These trainings not only empower our volunteers to better support our clients but also underscore their ongoing commitment to personal and professional growth.



Behind the scenes, our Volunteer Advisory Committee has also played a pivotal role in ensuring that the voices of our volunteers are heard and valued throughout the agency. Their dedication to advocating for the needs and interests of our volunteers reinforces our commitment to fostering a supportive and inclusive environment for all within the Volunteer Program.



The Volunteer Program has also been involved in the formation of AYSP's internal Youth Engagement Committee. In November, we onboarded and trained 12 youth volunteers from the Peel region to join our Youth Engagement Committee. Together, our youth volunteers work to trailblaze and advocate for positive change within our organization, ensuring that our agency remains inclusive, supportive and responsive to the unique challenges faced by today's youth.

# Thank You For Your Support

Ministry of Health

Ministry of Children, Community and Social Services

Region of Peel

Public Safety Canada: Building Safer Communities Fund

Individual and Corporate Donors



*Accredited by*  
**Canadian Centre  
for Accreditation**



*Agréé par*  
**Centre canadien  
de l'agrément**



Associated Youth | Les Services Associés  
Services of Peel | pour les Jeunes de Peel

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For more information  
please visit our website: [www.aysp.ca](http://www.aysp.ca)

 Associated Youth Services of Peel

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