

COMMUNITY  
COMPASSION  
COLLABORATION  
RESPECT  
GROWTH  
KNOWLEDGE

# ANNUAL REPORT



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

Child and Youth Mental Health  
& Youth Justice Services

Services de soutien en santé  
mentale pour les enfants et les  
jeunes et de justice pour la jeunesse

2024-2025

## 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), Attiwonderonk (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 Vision

Children, youth and families living lives of possibilities.

## AYSP Mission

Support and empower children, youth and families, enabling them to navigate their path to the future.

## AYSP Values

### COMMUNITY

Offering a sense of belonging for all.

We build meaningful connections to best understand clients and their world.

Our approach helps clients succeed where they live, play, learn and work.

We proudly provide services free of charge to the residents of our service communities.

### COMPASSION

Incorporating empathy as we find the best way forward.

We meet people where they are at.

We provide solutions, not labels.

We hold ourselves and others accountable.

### COLLABORATION

Partnering with others to ensure clients get what they need.

We are committed to finding optimal solutions.

We actively work with all those who can positively contribute.

We embrace different ideas to create the best possible outcome.

We deliver on our promises.

### RESPECT

Valuing who you are right now.

We appreciate people for their true selves.

We believe situations do not define the person.

All are welcomed, honoured and celebrated.

### GROWTH

Unleashing the full potential of others.

We create opportunities for clients to develop.

We offer counselling and support in a strength-based environment.

We equip clients with skills to navigate barriers.

### KNOWLEDGE

Empowering others through information.

We openly share our expertise.

We are transparent with all our communication.

Our practices are evidence-based and evidence-informed.

## President's Message

It is an honour to join you tonight in my new role as President of the Board of Directors for AYSP. On behalf of the Board, I would like to thank you for being here as we mark AYSP's 39th year of service to children, youth and families in our community.

This past year, we continued the momentum gained in 2023/24 and deepened our focus on innovation, collaboration and organizational resilience. As we reflect on the past year's work, I feel proud about the adaptability and commitment demonstrated by the AYSP team and our partners.

In 2024/25, a significant milestone was the launch of AYSP's new Strategic Plan—a thoughtful, future-focused framework that builds on our legacy while positioning us to meet emerging needs. The Plan places an

emphasis on service excellence, staff wellbeing, inclusive engagement and impact measurement. We are already seeing the positive effect this has had on our operations, partnerships and service delivery.

We have also seen real progress in strengthening youth and family voice in our work. Our Youth

Engagement Committee continues to guide us in meaningful ways and this year we welcomed our new Family Engagement Committee, further grounding our work in lived experience.

Operationally, we have moved forward with efficiency measures, including improved digital processes and feedback tools.

The updated Client and Agency Satisfaction Questionnaires are giving us more meaningful data and stories that help guide decisions and highlight where we are making a difference.

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**I feel proud about the adaptability and commitment demonstrated by the AYSP team and our partners.**

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AYSP's hybrid service model remains a cornerstone of our delivery approach. It continues to evolve based on evidence-based practices and, importantly, the preferences of our clients. We remain committed to ensuring access, flexibility and continuity in service.

As the Annual Report outlines, AYSO reached many children, youth and families this past year—each connection made possible by our dedicated staff. The depth of care, professionalism and passion our team brings to this work is something I have long admired and I know it is the heart of this agency's impact.

Our community partnerships remain strong and vital. Whether in child welfare, justice, education, health or social services, AYSO's work is deeply rooted in collaboration. These partnerships enhance the web of care and support available to those we serve and are essential to removing barriers and creating opportunities for change.

AYSP continues to benefit from the support and collaboration of our funders, including the Ministry of Health, the Ministry of Children,

Community and Social Services, Ontario Trillium Foundation and The Region of Peel. Their investment—and the contributions of community donors—ensure we can continue to deliver responsive, impactful services.

As we now look ahead to our 40th anniversary year, we do so with a renewed sense of purpose and responsibility. AYSO has a long history of meaningful work in this community and the path forward is shaped by the insights and energy of staff, youth, families, partners and funders alike.

Thank you all for the incredible work you do and for your ongoing commitment to the children, youth and families we are privileged to support.

**JUDY LABELLE**

**Board President**

# Board of Directors

## JUDY LABELLE

### **Board President**

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.

## 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

### **Board 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 was previously a Board Member, and Chair of the Finance Committee with Peel Children's Aid Society.

## **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).

## **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.

## **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.

## **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.

# Financial Overview

March 31, 2025 with comparative figures for March 31, 2024.

STATEMENT OF FINANCIAL POSITION	2025	2024
<b>Assets</b>		
Current assets:		
Cash	\$2,120,703	\$1,578,694
Accounts receivable	121,543	106,783
Prepaid expenses and other current assets	60,594	111,396
Total current assets	2,302,840	1,796,873
Non-current assets:		
Capital assets	252,929	222,896
Deposits	52,346	52,346
Total non-current assets	305,275	275,242
	<b>\$2,608,115</b>	<b>\$2,072,115</b>
<b>Liabilities and Net Assets</b>		
Current liabilities:		
Accounts payable and accrued liabilities	\$2,329,966	\$1,794,662
Deferred revenue	63,758	18,340
	2,393,724	1,813,002
Net assets:		
Invested in capital assets	252,929	222,896
Unrestricted	(38,538)	36,217
	214,391	259,113
	<b>\$2,608,115</b>	<b>\$2,072,115</b>

For the 12 Months ended March 31, 2025.

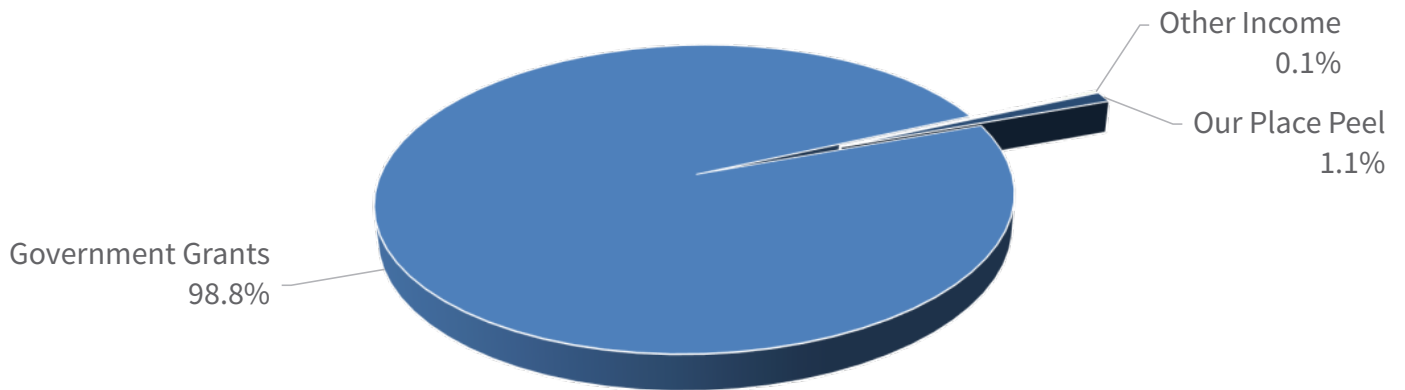
With comparative figures for the 12 months ended March 31, 2024.

STATEMENT OF REVENUE & EXPENDITURES	2025	2024
<b>Revenue:</b>		
Government grants	\$8,963,502	\$8,123,212
Our Place Peel	99,460	6,941
Interest and other income	7,321	-
Charitable contributions	4,934	5,373
	9,075,217	8,135,526
<b>Expenditures:</b>		
Salaries	6,371,125	5,694,464
Benefits	928,577	824,398
Purchased service - client	74,131	76,534
Building accommodation	565,133	549,685
Office	342,754	283,014
Travel	32,646	34,401
Program costs	355,223	297,872
Staff training	237,911	189,081
Purchased services - non client	53,400	40,122
Insurance	67,452	78,900
Amortization	91,587	170,795
	9,119,939	8,239,266
<b>Excess (deficiency) of revenue over expenditures</b>	<b>\$(44,722)</b>	<b>\$(103,740)</b>

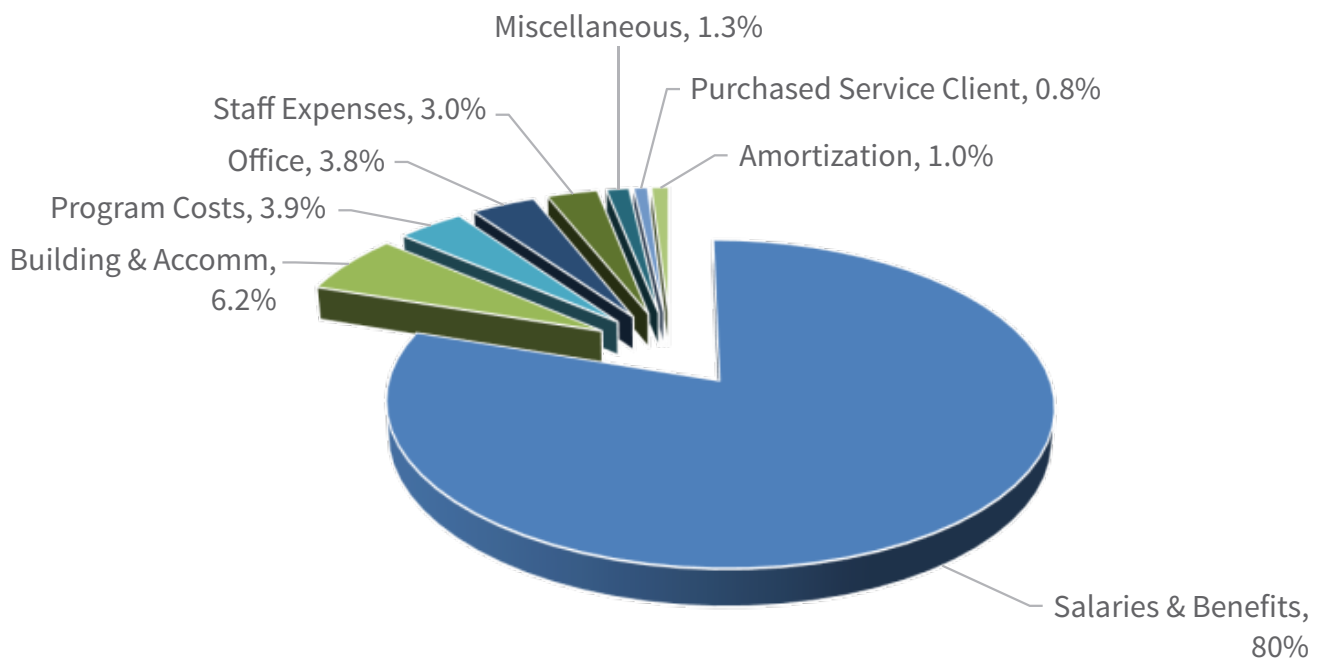


# Revenue & Expenses

**AYSP 2024-2025 Revenue**

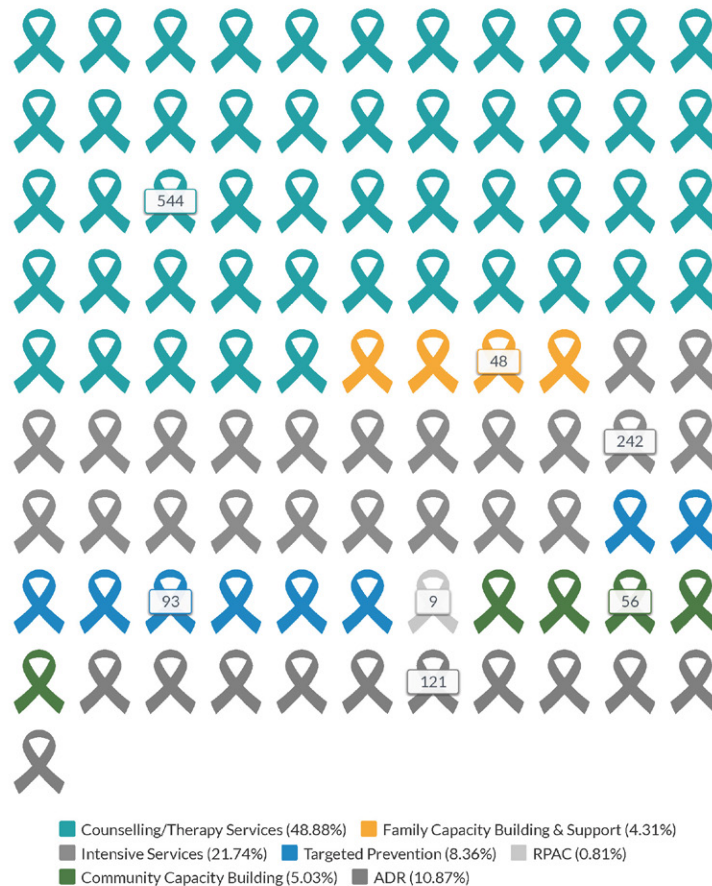


**AYSP 2024-2025 Expenses**



# Children's Mental Health Services – Service Data

Clients Served 2024 - 2025

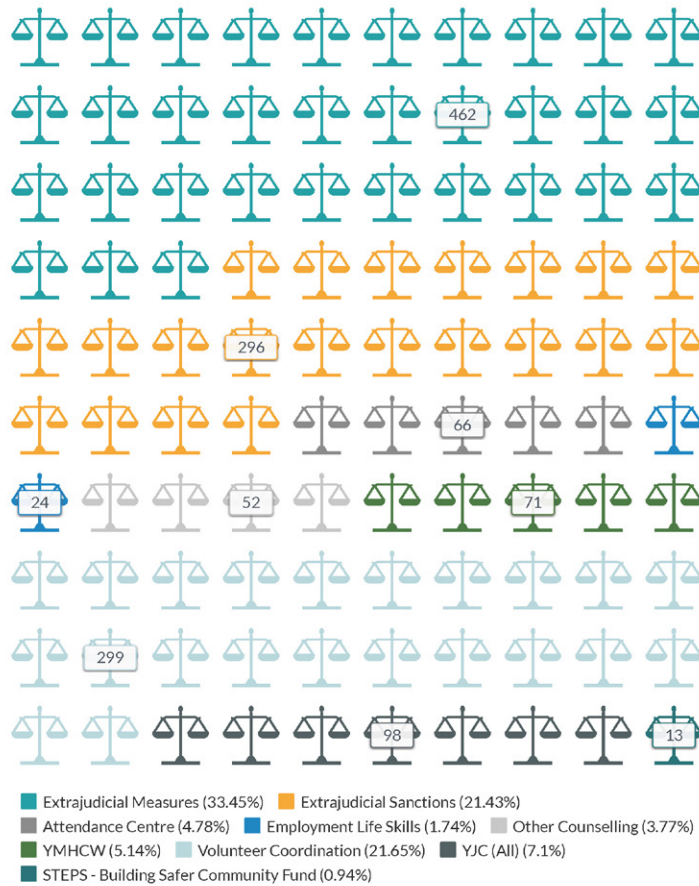


Year ended March 31, 2025

AYSP PROGRAM NAME	CLIENTS SERVED 2024 - 2025
A349 - Counselling / Therapy Services	544
A351 - Family/Caregiver Skills Building & Support	48
A353 - Intensive Treatment Services	242
A356 - Targeted Prevention	93
E750 - Residential Placement Advisory Committee (RPAC)	9
E753 - Community Capacity Building	56
E754 - Alternate Dispute Resolution	121
	1113

# Youth Justice Services – Service Data

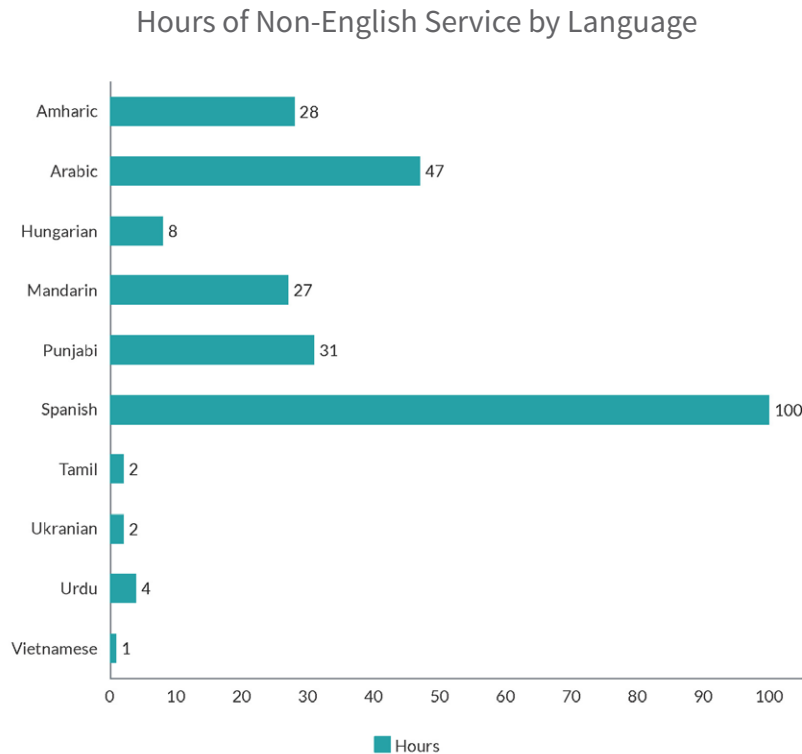
Clients Served 2024-2025



Year ended March 31, 2025

AYSP PROGRAM NAME	CLIENTS SERVED 2024 - 2025
E780 - Extrajudicial Measures (EJM)	462
E782 - Extrajudicial Sanctions (EJS)	296
E786 - Attendance Centre	66
E800 - Employment Life Skills	24
E803 - Other Counselling	52
E835 - YMHCW	71
E850 - Volunteer Coordination	299
YJC (Dufferin, Peel, Toronto)	98
STEPS - Building Safer Community Fund	13
	1381

# AYSP Provides Service in Multiple Languages



Year ended March 31, 2025

Over 97% 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. The above chart shows hours of service provided by professional interpreters. Some clients are served in languages other than English by multi-lingual staff members.

LANGUAGE	HOURS OF NON-ENGLISH SERVICE 2024 - 2025
Amharic	28
Arabic	47
Hungarian	8
Mandarin	27
Punjabi	31
Spanish	100
Tamil	2
Ukrainian	2
Urdu	4
Vietnamese	1
	250

## AYSP Volunteers

The 2024-2025 fiscal year was an incredible period of community, connection, and impact for the Volunteer Program at AYSO! Our volunteers have continued to play an essential role within the agency, demonstrating unwavering dedication and passion in supporting our programs and the broader community. Their collective efforts have strengthened our organization's efforts in serving children, youth, and families with meaningful support and resources. We are excited to highlight the contributions of the Volunteer Program and the spirit of community and volunteerism they bring with their collective efforts!



Our volunteers have been active within roles facilitating 1-to-1 psychoeducational and life skills programming for youth clients, co-facilitating groups for programs such as DBT and Triple P, engaging in community mentorship, personalized academic support, and facilitating restorative justice circles for the YJC Program. We are also excited to share that the youth volunteers on our Youth Engagement Committee have made a significant mark within the agency! Equally exciting was the introduction of parent/caregiver volunteers as part of our newly formed Family Engagement Committee.





In recognition of the incredible contributions of our volunteers, the Volunteer Program held two appreciation events this fiscal year. During National Volunteer Week in April 2024, we celebrated the theme of “Every Moment Matters” and shed a special spotlight on the lifechanging moments our volunteers facilitate for the clients they serve. We also recognized long-serving volunteers with Years of Service Awards honoring those who have dedicated 2, 5, 10 years and more to AYSP. Later in the year, our Holiday Volunteer Dinner at Afghan Kitchen Grill in November provided a festive opportunity to strengthen bonds and renew our shared commitment to the community. These events not only expressed our gratitude but also reinforced the strong sense of community among our volunteers.



We were also proud to see three outstanding AYSP volunteers recognized at Volunteer MBC’s 2024 V-Oscars, an annual celebration honoring exceptional volunteerism across Mississauga, Brampton, and Caledon. The in-person event at Sagan Banquet Hall beautifully highlighted the profound impact volunteers have in our communities. Norma Nicholson received the prestigious Lois Rice Lifetime Volunteer Achievement Award for her enduring dedication, while Sabrina Tucciarone was nominated for the Helping Hands - Mississauga Award and Kaylin Melo for the Youth Champion Award. These recognitions on such a respected platform underscore the incredible value our volunteers bring to AYSP and the broader community.





We also are excited to share the incredible work our youth volunteers have been doing on AYSP's internal Youth Engagement Committee! Their contributions included presenting poetry and artwork during an agency-wide Pride Month celebration as well as hosting their first-ever youth-led Lunch & Learn on Black Youth Mental Health during Black History Month for AYSP staff. This impactful event also featured an interactive trivia game planned by our youth that touched upon Black history and culture, featuring handmade friendship bracelets awarded to winning staff members. The committee also played key roles in campaigns like the Back to School initiative, where they wrote encouraging notes for students, and the Winter Care Packages

program, assisting with packing candy bags and holiday cards for distribution to clients. With 12 active youth volunteers, the committee continues to provide valuable leadership opportunities while creating space for young people to engage meaningfully with AYSP's mission.

This year also marked the exciting launch of AYSP's Family Engagement Committee, comprising six dedicated parent/caregiver volunteers. This group brings together diverse expertise and lived experiences from parents/caregivers in our community to partner with AYSP to ensure that our services remain family-friendly and inclusive. Through regular meetings, they work to identify key needs and translate their insights into tangible organizational impact. We look forward to seeing their continued growth and contributions in the coming year!



In March, 20 dedicated volunteers enhanced their skills by earning safeTALK certifications through a comprehensive 3-hour suicide prevention training. This powerful workshop equipped our team with life-saving skills to recognize warning signs of suicide, initiate supportive conversations, and connect individuals in crisis with professional help. Our volunteers are now better prepared to respond with both confidence and compassion when it matters most, further expanding their ability to make meaningful differences in our community.

This dedicated group works closely with our Volunteer Coordinator to plan and implement meaningful opportunities for volunteer recognition, appreciation, and supervision. Their insights ensure that our programming remains responsive to volunteer needs while fostering an inclusive and supportive environment where every contribution is valued. Through thoughtful advocacy, they help shape Volunteer Program activities, ensuring that volunteers remain at the heart of AYSP's mission.



Behind the scenes, our Volunteer Advisory Committee has played a crucial role in amplifying volunteer voices within both the Volunteer Program and the broader agency.

As we reflect  
on this year's  
achievements,  
we are filled with  
gratitude for the  
passion, creativity,  
and hard work of  
all our volunteers.



# 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

Ontario Trillium Foundation

Individual and Corporate Donors



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



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