

Inspired!

Annual Report 2010-2011

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Message from the President and the Executive Director

Inspiration. It is what drives each of us to pursue our dreams, explore uncertain territory and find strength to move forward into the future. It generates relationships, cultivates growth and yields innovation. Here at Kinark, we have been inspired in these same ways over the past year, both inside our organization and in relation to others in the communities in which we work and live.

Compelled by stories both happy and tragic in the media, we have continued to underscore and support the emerging recognition of the importance of mental well-being in all of our lives. We are compelled to continue to add to the narrative and give tools to others to help to tell their stories. Over the past year, we've gone a long way in further developing ways to give voice to child and youth mental health, autism and youth justice, through www.speakingofkidsmentalhealth.ca, in blogs and via other interactive platforms that social media offer. By establishing a [Facebook presence](#) and a [Twitter feed](#), and making use of emerging technologies, dialogue becomes enriched, information gets shared, examined and debated, and important personal stories come into the light — to turn a phrase from the seminal Senate report, *Out of the Shadows at Last*. Children's Mental Health Week in May continued to be a nexus for the importance of increased awareness, and we were excited and encouraged by the ways in which social and traditional media enhanced the buzz around the issues this year.

As the central inspiration for Kinark, we strive to enrich the role of parents, youth and their families in all that we do, and to support their efforts to take a transformative role in strengthening one another. We take pride in Kinark's robust parent advisory committees and deeply value the work of organizations like Parents for Children's Mental Health and Autism Parents Talking (APTalk). We were thrilled to name Katherine Webster, chair of APTalk and member of our own Autism Parent Advisory Committee, as this year's recipient of the Kinark President's Award. The inspirational role of Kinark youth in helping to empower peers, shape new directions and eliminate stigma has been clear, with many youth-led initiatives taking hold in our agency, schools and communities, with more exciting plans in store.

Kinark harnesses the inspiration we receive from the families we serve, continuing to refine evidence-based practices and to work



Dale Bickell



Peter Moore



from an evaluative framework that improves the quality of service. Through continued collaborations in the area of research, as well as through publications, presentations and other means of knowledge transfer, we strive to inspire enhanced service and support beyond our geographical borders.

Within this multifaceted and dynamic landscape, Kinark maintains the importance of achieving clarity and awareness about our agency, our values and our services across a broad geographical and cultural domain. With this in mind, we have laid the groundwork for a strengthened organizational brand, through a consultation process with individuals both within and outside of the organization. And, with a deep awareness that our communities are rich and multifaceted, our newly crafted Diversity Statement and Principles will help to guide us.

Of course, our Ministry funders and many supporters have been key to our achievements and very much part of a shared vision concerning the well-being of children, youth and families. The Kinark Foundation, an organization with a growing presence raising awareness and philanthropy for children's mental health, is an important partner closely aligned with the agency's work. We are sincerely grateful to all of our collaborators for their support and contributions.

At the centre of Kinark's outstanding efforts to help young people and their families to move forward in life is an outstanding team of leaders, employees and volunteers. We are fortunate to benefit from an involved Board of Directors whose passion to make

a difference in the lives of children and youth provides a strong framework for all that we do. The rigorous process of governance transformation — asking the hard questions and achieving insight — ensures a strong connection between the Board's efforts and the agency's success. We continue to work on being engaged and connected with networks of influence to focus awareness, deepen understanding and inspire action. Kinark's Leadership and Executive teams' stewardship and guidance helps to ensure our standing as a leading agency for child and youth mental health, youth justice and autism.

Our remarkable group of employees and volunteers are, in so many ways, the heart and soul of the agency. Giving generously and skillfully of their talents and time, they are second-to-none in making a difference in the lives of others.

Together, we are inspired to do more, to achieve more, and to be, in turn, a source of inspiration ourselves. It's been a great year.

Peter Moore
Executive Director

Dale Biddell
President



Our Mission, Vision and Core Values

Mission

Caring, helping, healing — so children and youth can live socially and emotionally healthy lives.

Vision

Transformational Leadership for the mental well-being of children and youth.

Core Values

Mental health is as important as physical health.

Every individual is entitled to be treated with respect and understanding.

Each child and youth is entitled to the best methods of treatment.

We don't give up on children and youth.



As the largest children's mental health organization in Ontario, Kinark Child and Family Services provides professional help to more than 12,000 children, youth and families every year.

Our Partnerships

Parents for Children's Mental Health

Kinark values parent/family involvement as a crucial part of mental health services for children and youth. The selection of evidence-based practices and promising practices incorporates the notion of client/family participation and meaningful input.

Through our broader work around parent engagement, Kinark has established a productive partnership with the provincial organization Parents for Children's Mental Health (PCMH). Our collaboration has led to two important initiatives currently underway.

Family Support Provision

PCMH and Kinark have consistently heard from parents that navigating the children's mental health system and related systems (education, health) can be very challenging in times of crisis. Both organizations have decided to come together to tackle the issue. A proposal was developed to conduct a literature and best practice scan and to hold focus groups to create a "Family Support Provision" model. This model would draw on the expertise of families that had been through the system and would train them to provide peer support to families entering the system. This phase of the proposal was funded by the Ministry of Children and Youth Services. Results were jointly presented to the Minister in February. We are looking forward to piloting the model and further fostering this valuable partnership with parents.



Peer Support Groups

The Parent and Youth Engagement (PYE) Committee decided early on that Kinark should not be in the business of creating and operating parent support groups. In fact, research shows that effective parent groups tend to be run by parents for parents; a sense of ownership is important. Since parent support groups can be a key resource for parents and families dealing with mental health issues with children and youth, Kinark is committed to supporting this type of resource. In the past year, PCMH has revitalized their parent support work and, together, we have started three new support groups in Simcoe, York and Durham.



Student Support Leadership Initiative — Durham

The Student Support Leadership Initiative (SSLI) in Durham Region represents school boards, government ministries, community mental health agencies and community partners committed to providing greater opportunities to youth.

As a member of the SSLI Durham steering committee, Kinark aimed to strengthen the connection between schools and mental health agencies by setting three objectives for this project, which was funded by the Ministry of Health Promotion.

The three objectives for the school 2010–11 school year were:

- professional development
- strengthening and coordinating partnerships
- developing protocol



To accomplish these objectives, three SSLI subcommittees were created with representation from Kinark, Durham District School Board, Durham Catholic District School Board and a variety of community agencies and service providers.

Toolkit

A toolkit of mental health information and resources was created and distributed to all schools and partnering agencies and service providers in Durham Region. The focus of the toolkit was to strengthen and coordinate partnerships and professional development around mental health.

Symposium

In April 2011, Kinark participated in organizing a symposium for educators, secondary school students, community agency personnel, service providers, parents and the community at large.

Workshops were offered during day sessions for educators, agency personnel, service providers and students, while information booths and resource materials were distributed throughout the day.

Collaborative practice

A protocol was developed to enhance the sharing of confidential information between schools, agencies and medical practitioners through the creation of a framework that is user-friendly and accessible electronically to better meet the mental health needs of students.



“Thomas couldn’t tell us what he wanted outside of [the pictures in] his booklet... Learning to use the iPhone application opened up a whole world of possibilities for Thomas and we were surprised at what he was able to express, things we never would have expected. The first time he tapped me on the arm before holding out his iPhone to show me what he wanted, I cried. Thomas finally got his voice, and so much changed.”

~ Patricia, mom of Thomas, age 13



Our Innovations

Transforming mental health in Canada: An evidence-based approach

Thanks to the significant change process of Clinical Transformation of the past few years, Kinark has come a long way to increase the use of evidence-based/informed clinical practices (EBPs); ensure the most effective use of available resources; and, most importantly, improve outcomes for children, youth and families. To this end, systematic, measured changes are being made in clinical practice, client service delivery, data collection, education/training, and administrative processes and practices. Notable outcomes include improved cross-agency collaboration, reduced front-door wait-lists and improved evaluation processes. To ensure that services are evidence-informed, an evaluation framework has been developed and applied consistently across EBPs on an approved menu of interventions. This framework, which helps connect evidence to practice, is an important tool in conceptualizing and planning evaluations, articulating program objectives, and linking those objectives to theory, evidence and specific process and outcome factors.



“All of your staff are kind, caring and go beyond the extra mile to assist families.”
~ KOC camper

Central Intake

Central Intake is Kinark’s front door for children, youth and families who may be struggling with a mental health issue or seeking autism services in the Central East Region.

Families located in our program areas can call Central Intake at 1-888-454-6275 and speak directly to a clinician who will guide them through the process. Central Intake provides a combination of services, including referral/intake services, referrals to community resources and general information.

In Durham Region, a partnership exists which sees Kinark process referrals for several community partners (Chimo Youth and Family Services, Fernie House Child and Youth Services, Frontenac Youth Services, John Howard Society of Durham Region, Lakeridge Health Oshawa Child Youth and Family Program and Ontario Shores Centre for Mental Health Sciences).

This partnership allows Central Intake to offer children, youth and families across Durham Region access to an agency in the community who can best help with the situation they are dealing with.

Central Intake completes an average of 3,200 referrals annually for all agencies.



Our Engagement

Youth

Youth involved with Kinark show their power to effect positive change and make things happen. They do this through a variety of activities in which they show their talent, initiative and leadership. From their design and creation of t-shirts and a slogan proudly promoting a mental health program in Peterborough — “STRIVE, Where Dreams Begin” — through fundraising to support their initiatives, Kinark youth are exercising their many skills, and developing new ones.

The valuable work of Kinark youth in Simcoe, Barrie and Midland has also been flourishing, with an impressive roster of anti-bullying and anti-stigma activities.

This past year also saw the release of the compelling video, [Unmask the Stigma](#), produced and submitted by Kinark youth from the Syl Apps Youth Centre as part of an anti-stigma You-Tube video contest hosted by Children’s Mental Health



“I believe that the variety of help offered to me was so critical to my progress with mental health...They offer their support the whole way through, every step of the way.”

~ Jessica, former youth client

Ontario and Toronto region member agencies. This initiative aimed to engage Ontario youth aged 13 to 25 in raising awareness and reducing stigma surrounding mental health. The winning video (out of 47 submissions) was created by individuals with identified or suspected mental illness who had experienced the effects of stigma and had something to say about it. The process of producing the video revealed the awe-inspiring creative talents of these youth while humanizing mental illness and reducing fears surrounding it.

Valuable groundwork has been established for future youth engagement initiatives throughout the agency’s program areas, and we are excited to anticipate what lies ahead.



Our Communities

Children's Mental Health Week

Children's Mental Health Week (May 2–8, 2010) kicked off with support from Queen's Park in Toronto as all Members of Provincial Parliament donned Kinark-supplied green ribbons with the message "Children's Mental Health Matters." They wore the green ribbons in the legislature on Monday, May 3, and at functions throughout the week.

The support for Children's Mental Health Week carried into the media with the release of results from Kinark's nation-wide poll which found that one in five Canadians has contemplated or attempted suicide. The online survey was conducted April 12–14, 2010, with a nationally representative sample of 1,000 adults. Articles referencing the survey appeared in several online publications.

Capping the week was recognition earned by youth at the Syl Apps Youth Centre for their award-winning contribution to "Change the View," an anti-stigma You-Tube video contest hosted by Children's Mental Health Ontario (CMHO) and Toronto region member agencies. (See page 8.)

Krista Sepp Memorial Award

On the eve of Children's Mental Health Week, Kinark celebrated the work of Ontario's finest child and youth workers at the 19th Annual Krista Sepp Memorial Award celebration at the Richmond Hill Country Club on April 30.

Ryan McLeod of the George Hull Centre in Toronto was the recipient of the 2010 Horizon Award, which recognizes the work

of a child and youth worker with no more than five years of experience working in the field.

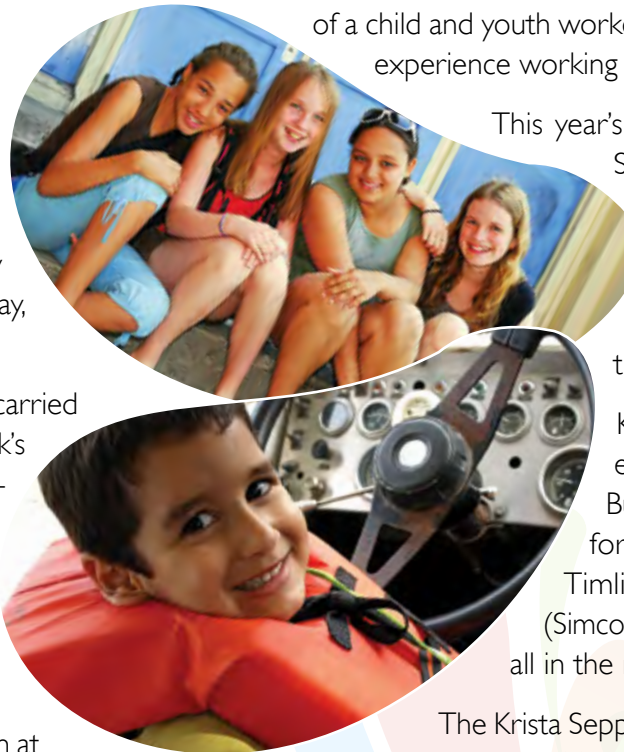
This year's Mentoring Award recipient was Sharon Jones, also of the George Hull Centre in Toronto. The Mentoring Award recognizes the ongoing contributions of direct service staff with more than five years of experience.

Kinark was well represented at the event with four nominees. Mandy Bujold from Simcoe was nominated for the Horizon Award, while Bev Timlin (Peterborough), John Johnson (Simcoe) and Gail Haynes (Durham) were all in the running for the Mentoring Award.

The Krista Sepp Memorial Award was established by Kinark in 1991 to honour the memory of Krista Sepp, who lost her life on February 3, 1989, while performing her duties as a child and youth counsellor. Each year, the Krista Sepp Memorial Awards are held to recognize the high quality work and dedication of child and youth counsellors/workers across Ontario.

Brand strategy

Over the past year, we continued our concerted effort, begun in 2009, to strengthen Kinark's profile and presence through strategic brand building, to develop awareness and understanding of the agency. Through focus groups we examined what Kinark means to stakeholders both inside and outside the agency, to determine how our story — what we promise and deliver — aligns with the





values of the agency and the experience of our clients. This process is a key approach to making Kinark more relevant and tangible to others, and to extend our reach to those in need.

The following brand statement and proof points were a key outcome generated by the sessions with Kinark youth and families across our vast geography, as well as with employees and executive leadership. These elements will guide and shape our marketing and communications activities into the future.

*Our new brand statement:
Kinark helps children and families
move forward in life.*

Proof Points

- We use evidence-based practices — proven therapies — that work.
- We offer families and children hope and optimism for the future.
- We treat the family as a whole.
- We care about children and families.
- Our strong expertise and accessible resources foster the emotional health of children and families.
- We advocate for child and family mental health.
- We are a leading not-for-profit children's mental health care organization.
- Our employees are committed to children, youth and families.

An initial step following the articulation of the brand strategy was to remove “Caring, Helping, Healing” from the Kinark logo and to launch a search for a new tagline to better articulate Kinark’s current brand story.

Social media

Social media have become vibrant channels of communication, and powerful tools of inspiration, engagement and community building. With social media use growing at lightning speed, Kinark undertook a timely examination of this new world of online conversation to develop a framework and strategy that will best support our vision and mission.

Through a rigorous consultative process involving employees, volunteers and clients, a social media framework and strategy were developed with a view to engaging more powerfully with our stakeholders, and to facilitate further communication — within the agency and amongst stakeholders. Following this preparation, Kinark launched our [Facebook](#) page, and invited followers on [Twitter](#) and [LinkedIn](#). With www.speakingofkidsmentalhealth.ca operating as the anchor in our multifaceted and growing online presence, Kinark’s leadership entered the blogosphere, stimulating reflection and conversation about issues concerning children’s mental health, autism and youth justice.

Through these active efforts, communities of interest are emerging and weighing in on issues that matter. We look forward to continuing this engagement to empower individuals, drive awareness of the issues and take powerful steps to eradicate stigma.



“It’s possible to do lots of things despite mental illness... I’m just as good and capable of doing anything.”

~ Kinark youth, age 15



Our Diversity

Kinark is enriched by the dynamic and varied communities of which we are a part. Over the past year, we've carried out a multi-level consultative process to refresh our view and understanding about what diversity means to us — as an employer, a service provider and a member of the broader community.

The following statement and principles will help to guide us forward.

Diversity statement

Kinark embraces the diversity of human attributes including but not limited to: age, gender, sexuality, ethnicity, race, religion, physical and developmental ability, and socio-economic status. We believe in an inclusive and accessible workplace and service delivery model that treats everyone with respect and understanding.

Supporting principles:

Access to service

We will foster an environment that is safe, approachable and flexible for our diverse clients and staff. Our services will be culturally appropriate and supportive of Kinark's Clinical principles.

Kinark will respond respectfully to all clients in a manner that recognizes, affirms and values the worth of individuals, families and communities, and protects and preserves the dignity of each.



Outreach/community engagement

By actively reaching out to diverse communities, Kinark will, respectfully and with appreciation, build bridges to understanding and foster trusting relationships in order to support mental health.

Employee development

We will encourage self-awareness and raise our social consciousness so that we are able to provide culturally-competent services.

Communication

Recognizing that clear communication and open dialogue are essential to successful treatment outcomes, we will ensure that our clients and families understand their treatment plan or plan of care.

Inclusive workforce

In response to the changing demographics of Canadian society, we will strive to increase the representation of diverse groups at all levels and disciplines. Employees are integral to the ongoing process of building a fair, inclusive and discrimination-free environment.



Our Team

Staff service awards

Autism Services

Karri Becker 5 years
Shannon Borch 5 years
Jillian Chan 5 years
Karla Cheung 5 years
Rebecca Godfrey 5 years
Tracy Hardie 5 years
Laura Hearn 5 years
Shona Irvine 5 years
Narmatha Sabanathan 5 years
Andrea Trafford 5 years
Barb Walsh 5 years
Judith Watson 10 years

Corporate

Catherine Dandy 5 years
Anne Edmondson 5 years
Tracy Folkes-Hanson 5 years
Peter Jang 5 years
James King 5 years
Kathryn Newton 5 years
Raylene Kozyk 10 years
Richard Meen 10 years
Sivarajani Sambasivam 10 years
Teresa Scheckel 10 years

Durham

Melissa Dillon 5 years
Amanda Forbes 5 years
Amy Gostyn 5 years

Sarah Lioktsis 5 years
Jennifer Pereira 5 years
Jodi Gorham 10 years
Gail Haynes 10 years
Brent Knowles 10 years
Rachell Skinner 10 years
Cheryl Turner 10 years
Denise Heckbert 25 years

ISSP

Irene Grant 5 years

Kinark Outdoor Centre

Heather McKelvey 5 years
Robert Sisson 20 years

Northumberland

Kathryn Crichton 5 years
Sylvia Drozds 5 years
Pamela Nicholson 5 years
Tamara Rice 5 years
Colleen Walsh 5 years
June West 5 years
Margarida Medeiros 10 years
Diane Nisbett 10 years

We pay tribute to employees reaching service milestones as part of the Kinark team. From five to thirty years of service: now that's inspired!

Peterborough

Carole-Ann McCulloch 5 years
Leanne McGillen 5 years
Andrea Delaney 10 years
Anne Dupuis 10 years
Beverlee Hafeli-Timlin 10 years
Edgar Raaymakers 10 years
Louise Bennett 15 years
Milton Azore 20 years
Sandra Cavanagh 25 years
Kelly Nesbitt-Cullon 30 years

Syl Apps Youth Centre

Dana Bell 5 years
Ebonie Brace 5 years
Stephanie Brien 5 years
Jodi Chmurzynski 5 years
Laura Cooper 5 years
Shelley Hendry-Schaefer 5 years
Carolyn Hooper 5 years
Lyndsay Hunter 5 years
Laurel Johnson 5 years
Tina Jowrey 5 years
Suzanne Lamb 5 years
Jennifer Marcotte 5 years
Tanya Martens 5 years

Andrew McCudden 5 years
Jimmy Montoya 5 years
Dawn Owen 5 years
Ryan Palfrey 5 years
Dana Robson 5 years
Michelle Serena 5 years
Howard Smith 5 years
Alicia Smith 5 years
Roberta Vaughan 5 years
Mark Andersen 10 years
Stacy Arpa 10 years
Paul Baff 10 years
Robert Ball 10 years
Annie Baricevic 10 years
Michele Barry 10 years
Paul Bottos 10 years
Charlene Bowen 10 years
Bozica Bubanovic 10 years
William Cox 10 years
Keith Desilets 10 years
Gayton Fairfield 10 years
Leigh Ann Forsey 10 years
Amy Gale 10 years
Terry Garrow 10 years
Alicja Gosk 10 years
Carol Grubisic 10 years
Tom Guzzo 10 years



Shelley Hardy 10 years
Khuram Hotay 10 years
John Kalotinis 10 years
John Landolfi 10 years
Roxanne Lecompte-Richer 10 years
Luciano Luciani 10 years
Peter Marcuccio 10 years
Elizabeth McHugh 10 years
Allan Miles 10 years
John Mintzas 10 years
Carlos Miranda 10 years
Laura Morrison 10 years
Viktorija Novosel 10 years
Paul O'Neill 10 years
Peter Oresti 10 years
William Perkins 10 years
Amanda Pritchard 10 years
Shelley Rossall 10 years
Glenn Savage 10 years
Shane Scott 10 years

Volunteers

Tabitha Abraham
Josh Adams
Megan Adams
Samantha Adams
Maria Aiello
Dwan Ainsworth
Kieran Andrews
Jane Atkinson
Cyntra Badaloo
Allisha Baker
Alicia Baldini
Joseph Baldini

Derrick Smikle 10 years
Gaetano Spizzico 10 years
Ed Sutch 10 years
Robert Taylor 10 years
Guy Thibault 10 years
Paul Thibideau 10 years
Tinh Tieu 10 years
Marilyn Turcotte 10 years
Henry Vipari 10 years
Wendy Wharrie 10 years
Brian Vaillancourt 15 years
Jim Vandongen 20 years

Simcoe

Brad Hansen 5 years
Monica Kong 5 years
Kathy Simpson 5 years
Wendy Taylor 5 years
Elaine Warnock 5 years
Lisa Bussieres 10 years

Suellen Forsyth 10 years
Shayna Lavoie 10 years
Kathy Reid 10 years
Karrie Ward 10 years
Robert MacMenemey 15 years
Lisa Maynard 15 years
Cheri Szotyori 20 years
Sharon Van Noort 20 years
John Johnson 25 years
John Pickett 25 years
Daniel Stroh 25 years

Vanier

Michael Haas 5 years
Gayle Claus 10 years

York

Krystal Foster 5 years
Ron Gautreau 5 years
Geraldine Geniole 5 years

Nooreen Jadavji 5 years
Melanie Prophet 5 years
Mirja Raita 5 years
Christine Simmons-Physick 5 years
Sarah Adams 10 years
Anne Andrzejewski 10 years
Samantha Barnes 10 years
Nancy Forty 10 years
Christine Radin 10 years
Roy Simpson 10 years
Joyce Gemakas 15 years
Ana Silva Gouveia 15 years
Tracy Dettman 20 years
Robin Jarvinen 20 years
Martha McLeod 20 years
Rhonda Risebrough 20 years
Josef Woon-A-Tai 20 years
Sharon Osborne 30 years

We applaud Kinark's remarkable volunteers whose contributions of time and talent are truly inspirational to so many within our agency and in the communities we serve.

Shawn Ball
Madeleine Balmбра
Doug Bates
Evan Bates
Tina Bear
Amanda Bedard
Johanna Bellman
Keith Bellman

Ben Blakey
Don Bocking
Eileen Bolton
Ashley Bourget
Lindsay Bovay
Tyler Brock
Ashley Brooker
Rhonda Brough

Nora Calin
Stephanie Campoli
Elyssa Carolan
Melissa Chalker
Gavin Clark
Chantelle Clement
Elizabeth Collins
Julie Comeau



Carl Currie
Kirk Dafoe
Holly Daniels
Rosa Darbin
Christopher Dean
Kaitlin Dean
Samantha Devlin
Ashley Dickieson
George Digenis
Katie Doner
Jan Doucette
Brian Dracup
Darlene Dracup
Fran Dunkley
Stephanie Eckl
Mary Ede
Ginny Edwards
Leanne Edwards
Tara Eldridge
John Ernsting
Reina Ernsting
Melanie Feil
Delia Francis
Steve Francis
Sharon Frogley
Andrew Gannon
Vanessa Garrett
Hailey Gerber
James Godfrey
Heather Goody
Sara Guthrie
Breanne Harper
Katie Hartling
Goodith Heeney

Isabel Henniger
Stacey Henry
Ian Hepburn
Dakotah Herron
Amy Honeyman
Harry Horbay
Ted Hunter
Nancy Huynh
Erik Jakobsen
Iain Jamieson
Lou Johnson
Marla Jones
Anna Keating
Bob Keating
Cassie Kent
Judy Kerr
Kiryl Khatkevich
David Kinitz
Mark Koning
Elizabeth Kowal
Amie Kroes
Yves Lafortune
Allison Lenahan
Tara Lenneville
Andrew Li
Daphne Ling
Pat Little
Grace Loucks
Ryan Maharaj
Dayna Manley
Taryn Manning
Jackie Manser
Maliha Mansur
Gail Martin

Matthew Martin
Lucas Mastropaolo
Stephanie Mastropaolo
Darci Maude
Adrian McDonald
Yvonne McDougall
Laura McGeachie
Josh McGrath
Timothy McKay
Jeanne Mercado
Alan Morin
Cathy Morrison
Gail Morrison
Sarah Morrow
A. Michelle Moxley
Shannon Nesbitt
Patti Van Niedek
Ashley Olver
Derek Olver
Farida Oosman
Peter Orday
Kayla Orleck
Elise Perkin
Georgia Peschel
Jennifer Pham
Lorrie Powers
Kate Ramsay
Angie Richardson
Mike Richardson
Dick Risk
Melanie Ronco-Hornby
Katarzyna Rozek
Kim Rumble
Jean Sararas

Olivia Sayles
Emily Scott
Bethany Sehl
Beverly Sirrs
Trish Soave
Ruchi Sood
Melissa St. Pierre
Steve Stringer
Theresa Sylvester
Nicole Tamayo
Adam Taylor
Rebecca Taylor
Sarah Teeple
Elizabeth Teleki
Mary Thomas
Miriam Van Drunen
D'Arcy Van Nest
Resna Vanzeyl
Leah Varden
Joshua Veitch
Marie Virgoe
Edward Virgoe
Valerie Wakelin
Stephanie Walker
David Ward
Adam White
Grace Williamson
Melanie Willis
Sandy Willis
Paul Wilson
Heather Wilton
Renita Wu
Anna Yourkin
Eldon Yourkin



Kinark Leadership

Through capable and committed stewardship, we are inspired to realize our goals and strive toward a shared vision that has a meaningful impact upon the lives of children, youth and families.

20010/2011 Board Of Directors

Dale Biddell *President*
John Rabeau *Vice President*
Melanie Manchee *Vice President*
Adam Borgida *Secretary*
Mark Wakefield *Treasurer*
Bruce Hannah
Huma Khan
Sue Lawson
Suzette Lewis
Rick Mili
Kemi Ogunmefun
Robert Sommerville
Mary Thomas
Tazim Virani



Leadership team

Peter Moore
Executive Director
Anne Cummings
Clinical Director, Autism Services
Sandra Cuning
Director, Research and Evaluation
Cathy Dandy
Director, Parent and Youth Engagement
Jane Dawes
Director, Human Resources
Frances Donovan
Director, Autism Services
Dr. Rodhri Evans
Clinical Director
Jonathan Golden
Clinical Director, Community Mental Health Services
Tracy Folkes Hanson
Director, Communications
Joseph Haynes
Director, IT and Communications Systems
John Hower
Ombudsman and Privacy Officer
Carolyne Hooper
Director, Secure Treatment and Youth Justice Services
Laurie Marsan
Program Director, Durham Region

James McHardy
Director, Kinark Outdoor Centre

Dr. Richard Meen
Clinical Director, Forensic Services

Kathy Newton
Director, Corporate Services

Jane Rounthwaite
Interim Director, Program Services

Christine Simmons-Physick
Program Director, York Region

Kathy Simpson
Program Director, Simcoe County

Alan Vallillee
Program Director, Peterborough and Northumberland Counties

Shanan Spencer-Brown
Executive Director, Kinark Foundation

Community representatives on Kinark committees and task forces

Bill Clarke
Advocacy

Sheila Masters
Advocacy, Finance, Governance

Wayne Maysuik
Technology

Grant Schwartz
Technology



Our Numbers

Service activity

11,036
consultations to
school boards

12,066
clients served

221,213
direct service
hours

5,470
visitors to the
Kinark Outdoor
Centre

27,940
school board
contacts

175
volunteers

10,440
volunteer hours
provided





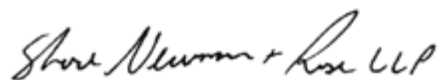
Auditors' Report

To the Members of Kinark Child and Family Services:

The accompanying condensed statement of financial position and condensed statement of operations and changes in fund balances are derived from the complete financial statements of Kinark Child and Family Services as at March 31, 2011 and for the year then ended on which we expressed an opinion without reservation in our report dated May 30, 2011. The fair summarization of the complete financial statements is the responsibility of management. Our responsibility, in accordance with the applicable Assurance Guidelines of The Canadian Institute of Chartered Accountants, is to report on the condensed financial statements.

In our opinion, the accompanying condensed financial statements fairly summarize, in all material respects, the related complete financial statements in accordance with the criteria described in the Guidelines referred to above.

These condensed financial statements do not contain all the disclosures required by Canadian generally accepted accounting principles. Readers are cautioned that these statements may not be appropriate for their purposes. For more information on Kinark Child and Family Services' financial position, results of operations and cash flows, reference should be made to the related complete financial statements.



Shore, Newman & Rose LLP
Licensed Public Accountants
North York, Ontario
May 30, 2011

Condensed Statement of Financial Position As at March 31, 2010

	2011	2010
ASSETS		
Current assets		
Cash on hand and in bank	\$1,527,586	\$909,672
Investments	1,370,142	1,349,007
Sundry receivables	870,764	581,171
Due from Kinark Foundation	41,694	300,352
Due from Ministry of Children and Youth Services	—	111,688
Prepaid expenses and sundry	913,960	648,980
	4,724,146	3,900,870
Capital assets	5,499,010	5,409,725
Deposit on leases	103,717	102,438
	\$10,326,873	\$9,413,033
LIABILITIES AND FUND BALANCES		
Liabilities		
Accounts payable and accrued liabilities	\$3,088,847	\$3,391,610
Accrued salaries payable	1,629,014	627,347
Employees payroll deductions payable	689,666	535,138
Deferred special contract revenue	930,430	795,682
	6,337,957	5,349,777
Fund balances		
Capital Assets fund account	\$5,499,010	\$5,409,724
Central East Treatment Programs fund account	(1,655,696)	(1,645,309)
Central West and Youth Justice Programs fund account	(116,049)	(116,050)
Central East Autism Program ("CEAP") fund account	160,015	160,013
Autism Spectrum Disorder -		
School Support Program ("ASD-SSP") fund account	(45,706)	(45,706)
Child Care Centres fund account	11,282	11,282
Donations and Fund-Raising fund account	136,060	289,302
	3,988,916	4,063,256
	\$10,326,873	\$9,413,033



Condensed Statement of Operations and Changes in Fund Balances

As at March 31, 2011

	Capital Assets Fund		Central East Programs		Central West and Youth Justice Programs		CEAP	Autism Services	ASD-SSP		Child Care Centres		Donations and Fund-Raising		Total	
	2011	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011	2010
Operating revenues																
Government funding	—	—	\$ 19,974,338	\$ 20,020,838	\$ 12,477,807	\$ 11,843,287	\$ 23,481,336	\$ 22,943,680	\$ 4,519,700	\$ 4,519,700	\$ —	\$ —	\$ —	\$ —	\$ 60,453,181	\$ 59,327,505
Other contract funding and users fees	—	—	3,505,703	3,424,667	325,000	6,575	(244)	—	—	—	—	—	—	138	\$ 3,830,459	\$ 3,431,380
Child care	—	—	—	—	—	—	—	—	—	—	1,047,661	1,232,710	—	—	\$ 1,047,661	\$ 1,232,710
Donations & Fund-Raising	—	—	63,393	111,312	—	60	—	—	—	—	—	—	16,608	6,619	\$ 80,001	\$ 117,991
Interest	—	—	35,785	20,121	—	—	—	—	—	—	—	—	—	—	\$ 35,785	\$ 20,121
	—	—	23,579,219	23,576,938	12,802,807	11,849,922	23,481,092	22,943,680	4,519,700	4,519,700	1,047,661	1,232,710	16,608	6,757	65,447,087	64,129,707
Operating costs																
Salaries & Benefits	—	—	16,471,777	16,308,301	10,284,702	9,889,719	6,780,929	6,726,955	3,763,134	3,725,305	833,128	1,046,456	—	—	\$ 38,133,670	\$ 37,696,736
General agency	—	—	1,809,128	1,911,587	186,974	220,941	478,496	—	30,811	42,227	58,073	1,285	1,862	722	\$ 2,565,344	\$ 2,176,762
Building occupancy	—	—	2,049,183	2,046,168	763,914	820,830	492,744	247,182	175,394	145,943	74,950	77,977	—	—	\$ 3,556,185	\$ 3,338,100
Staff travel & training	—	—	1,097,881	1,244,038	261,006	193,340	221,212	178,645	187,942	190,036	950	2,533	—	—	\$ 1,768,991	\$ 1,808,592
Clinical, Professional & Other Client	—	—	469,530	761,801	783,730	542,539	15,454,027	15,262,233	271,673	328,591	76,625	99,160	12,083	6,035	\$ 17,067,668	\$ 17,000,359
Telephone, technology & equipment	—	—	746,850	840,337	107,703	115,769	91,404	133,321	77,650	84,409	3,935	4,831	83	—	\$ 1,027,625	\$ 1,178,667
Legal, Audit, Insurance (recovered)	—	—	291,846	253,207	177,948	54,887	(68,682)	108,241	—	—	—	423	—	—	\$ 401,112	\$ 416,758
Amortization	—	—	621,667	404,354	117,522	117,507	54,143	72,103	37,725	51,338	6,914	4,692	—	—	\$ 837,971	\$ 649,994
Donations and Fund-Raising service use	—	—	7,039	1,944	—	—	—	—	—	—	—	45	2,580	—	\$ 9,619	\$ 1,989
	—	—	23,564,901	23,771,737	12,683,499	11,955,532	23,504,273	22,728,680	4,544,329	4,567,849	1,054,575	1,237,402	16,608	6,757	65,368,185	64,267,957
Excess (deficiency) of revenues over costs before undernoted item	\$ —	\$ —	\$ 14,318	\$ (194,799)	\$ 119,308	\$ (105,610)	\$ (23,181)	\$ 215,000	\$ (24,629)	\$ (48,149)	\$ (6,914)	\$ (4,692)	\$ —	\$ —	\$ 78,902	\$ (138,250)
Excess (deficiency) of revenues over costs for the year	—	—	14,318	(194,799)	119,308	(105,610)	(23,181)	215,000	(24,629)	(48,149)	(6,914)	(4,692)	—	—	78,902	(138,250)
Fund balances, beginning of the year	\$ 5,409,724	5,616,493	\$ (1,645,309)	\$ (1,646,897)	\$ (116,050)	(116,051)	160,013	91,490	(45,706)	(45,706)	11,282	12,875	289,302	289,302	4,063,256	4,201,506
Funds distributed during the year	\$ —	—	—	—	—	—	—	—	—	—	—	—	(153,242)	0	(153,242)	—
Transfer additions to capital assets fund	\$ 927,257	443,225	\$ (646,372)	\$ (207,967)	(236,829)	(11,896)	(30,960)	(218,580)	(13,096)	(3,189)	—	(1,593)	—	—	—	—
Transfer amortization to capital assets fund	\$ (837,971)	(649,994)	621,667	404,354	117,522	117,507	54,143	72,103	37,725	51,338	6,914	4,692	—	—	—	—
Fund balances, end of the year	\$ 5,499,010	\$ 5,409,724	\$ (1,655,696)	\$ (1,645,309)	\$ (116,049)	\$ (116,050)	\$ 160,015	\$ 160,013	\$ (45,706)	\$ (45,706)	\$ 11,282	\$ 11,282	\$ 136,060	\$ 289,302	\$ 3,988,916	\$ 4,063,256

Our Funders

We salute those who inspire us through their generosity and steadfast commitment to helping children and families move forward in life.

We are grateful for the support of our Ministry funders and the many individuals and organizations whose contributions enable us to provide a range of excellent services, build programs that reflect the values and needs of our communities, and make an impact through innovation. Kinark and the families we serve are enriched by the support of in-kind contributors, by the generosity of donors whose contributions are stewarded the Kinark Foundation, as well as by the support of the funders noted below.

- Children's Case Co-Ordination Services Barrie
- Governments of Canada and Ontario through the Recreational Infrastructure Canada (RIInC) Program in Ontario and the Ontario Recreation Program (Ontario REC)
- Ministry of Children and Youth Services
- Ministry of the Environment — Go Green Community Fund
- Ministry of Tourism and Culture
- FK Morrow Foundation
- StonCor
- United Way, Durham
- United Way, Northumberland
- United Way, Peterborough and District
- YMCA Youth Eco Internship Program



"I like Kinark because they gave me a home and help when no one else could. I have fun and learn lots here. I am happy. Kinark is a great place for kids!"
~ Arthur, age 9



Our Locations

Corporate Office and Kinark Foundation

500 Hood Road, Suite 200, Markham, ON, L3R 9Z3

Autism Services

600 Alden Road, Suite 200, Markham, ON, L3R 0E7

Kinark Outdoor Centre

Box 731, Minden, ON, K0M 2K0

Syl Apps Youth Centre

475 Iroquois Shore Road, Oakville, ON L6H 1M3

Durham Region

20 Sunray Street, Whitby, ON, L1N 8Y3

Northumberland County

20 Strathy Road, Unit 3, Cobourg, ON, K9A 5J7
Campellford Memorial Hospital, 146 Oliver Road,
Room 254, 2nd Floor, Campbellford, ON, K0I 1L0

Peterborough County

380 Armour Road, Suite 275, Peterborough, ON, K9H 7L7

Simcoe County

34 Simcoe Street, Barrie, ON, L4N 6T4
788 Yonge Street, Midland, ON, L4R 4L1

York Region

24 Orchard Heights Blvd., Unit 101A, Aurora, ON, L4G 6T5
600 Alden Road, Suite 200, Markham, ON, L3R 0E7
184 Simcoe Street, Keswick, ON, L4P 2H7



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