

AFS BOARD OF DIRECTORS ANNUAL GENERAL MEETING – MINUTES

Wednesday, October 04, 2023
6:00 pm
Virtual – Zoom



ATTENDANCE

AFS BOARD MEMBERS:	<input checked="" type="checkbox"/> Jana Tetreault, Chair <input checked="" type="checkbox"/> Patricia Ricard Lofstrom <input checked="" type="checkbox"/> Lil Silvano <input checked="" type="checkbox"/> Lucia O'Connor <input checked="" type="checkbox"/> James Agnew	<input checked="" type="checkbox"/> William Johnson <input checked="" type="checkbox"/> John Paul Paciocco <input checked="" type="checkbox"/> Megan Bernard <input checked="" type="checkbox"/> David Petersson <input checked="" type="checkbox"/> Wes Lavergne	<input checked="" type="checkbox"/> Pamela Ficociello <input checked="" type="checkbox"/> Dania Kuzbari <input checked="" type="checkbox"/> Julie Gardiner <input checked="" type="checkbox"/> Sean Halliday
REGRETS:	Rick Hamilton	Jane Omollo	Lil Silvano
STAFF/LEADERSHIP:	Ali Juma Arlene Smith Lindsey Johnson	Stephanie Fetherston Obianuju Fadijo Natalie Young Sue Bryden	Brenda Clarke Alexis Rowat Emily Tremblay Jeanne Barnett
EXTERNAL:	Joanne Wetendorf (MAG) Jennifer Archambault (BDO)		

MINUTES

1.0 Constitute Meeting

1.1 Call to Order

The Board Chair calls the meeting to order at 6:10 pm.

1.2 General Welcome

The Board Chair welcomes everyone to the meeting.

1.3 Land Acknowledgement

The Board Chair provides the land acknowledgement.

2.0 Declaration of Conflict of Interest

No conflicts declared.

3.0 AFS General Membership

The Board Chair reviews the general membership.

MOTION	BIRT, the board approves the AFS general membership for the 2023/24 term, as presented.		
	Moved by:	William Johnson	
	Seconded by:	Julie Gardiner	All in favour. CARRIED.

4.0 Agenda & Minutes

4.1 Approval of Agenda

MOTION	BIRT, the board approves the October 04, 2023, Annual General Meeting agenda, as presented.		
	Moved by:	Dania Kuzbari	
	Seconded by:	Patricia Lofstrom Ricard	All in favour. CARRIED.

4.2 Approval of Minutes

MOTION	BIRT, the board approves the September 28, 2022, Annual General Meeting minutes as presented.		
	Moved by:	John Paul Paciocco	
	Seconded by:	William Johnson	All in favour. CARRIED.

5.0 Treasurer's Report

5.1 BDO LLP Chartered Accountants – Presentation of Audited Financial Statements

Jennifer Archambault, Chartered Accountant at BDO Canada presents the audited financial statements. Discussion ensues and questions are answered satisfactorily.

MOTION	BIRT, the board receives and approves the 2022/23 Audited Financial Statements as presented by BDO auditors.		
	Moved by:	Sean Halliday	
	Seconded by:	Patricia Lofstrom Ricard	All in favour. CARRIED.

5.2 Appointment of Auditors

MOTION	BIRT, the board appoints the auditing firm BDO LLP Chartered Accountants to represent Algoma Family Services as the Corporation's Auditors for 2023/24.		
	Moved by:	Julie Gardiner	
	Seconded by:	Megan Bernard	All in favour. CARRIED.

6.0 Adoption of 2023/24 Slate of AFS Directors

The Board Chair reviews the Slate of directors as presented.

MOTION	BIRT, the board adopts the Slate of directors for 2023/24 as presented.		
	Moved by:	Sean Halliday	
	Seconded by:	Dania Kuzbari	All in favour. CARRIED.

7.0 Annual Report

7.1 AFS Board President Annual Report

The Board Chair presents the report.

7.2 AFS Chief Executive Officer’s Annual Report

The CEO presents the report.

8.0 Other Business

8.1 Outgoing board directors’ recognition

9.0 Adjournment

MOTION	BIRT, the board adjourns the annual general meeting at 7:26 pm.		
	Moved by:	Sean Halliday	
	Seconded by:	Julie Gardiner	All in favour. CARRIED.

Submitted by: Obianuju Fadjo, Executive Assistant

2023 ANNUAL GENERAL MEETING – AGENDA

Wednesday, October 4, 2023

6:00 pm

HYBRID meeting:

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Meeting ID: 270 844 834 038

Passcode: JKecNX

[Download Teams](#) | [Join on the web](#)

Or call in (audio only)

[+1 647-557-1766,,747354745#](#)

Canada, Toronto

Phone Conference ID: 747 354 745#

IN-PERSON

- AFS Boardroom
- 205 McNabb Street – Main Floor
- Sault Ste. Marie ON P6B 1Y



#	Agenda Item	Time	Lead
1.0	Opening & Welcome 1.1 Call to Order 1.2 General Welcome 1.3 Land Acknowledgement	10	Jana Tetreault, Chair
2.0	Declaration of Conflict of Interest	2	Jana Tetreault, Chair
3.0	AFS General Membership* MOTION to approve AFS general membership for the 2023/24 term, as presented.	2	Jana Tetreault, Chair
4.0	Agenda & Minutes* 4.1 Approval of Agenda MOTION to approve the October 4, 2023, Annual General Meeting agenda, as presented. 4.2 Approval of Minutes	5	Jana Tetreault, Chair

#	Agenda Item	Time	Lead
	MOTION to approve the September 28, 2022, Annual General Meeting minutes, as presented.		
5.0	Treasurer's Report 5.1 BDO LLP Chartered Accountants – AGM Presentation 5.2 Presentation of 2022/23 Audited Financial Statements* MOTION to receive and approve the 2022/23 Audited Financial Statements as presented by BDO auditors. 5.3 Appointment of Auditors MOTION to appoint the auditing firm BDO LLP Chartered Accountants to represent Algoma Family Services as the Corporation's Auditors for 2023/24.	20	Jennifer Archambault and Alicia Burgoyne, representing BDO LLP Chartered Accountants
6.0	Rotation of AFS Directors for 2023/24* MOTION to receive and approve the proposed rotation of directors as presented.	5	Jana Tetreault, Chair
7.0	Adoption of 2023/24 Slate of AFS Directors* MOTION to adopt the Slate of Directors for 2023/24 as presented.	5	Jana Tetreault, Chair
8.0	Annual Report 8.1 AFS Board President Annual Report 8.2 AFS Chief Executive Officer's Annual Report	30	Jana Tetreault, Chair Ali Juma, CEO
9.0	Other Business 9.1 Outgoing board directors' recognition	5	Ali Juma, CEO
10.0	Adjournment MOTION to adjourn the annual general meeting at ____pm.		Jana Tetreault, Chair

AFS BOARD OF DIRECTORS ANNUAL GENERAL MEETING – MINUTES

Wednesday, September 28, 2022

5:00 pm

Virtual – Zoom



ATTENDANCE

AFS Board of Directors:

<input checked="" type="checkbox"/> Jana Tetreault, Chair	<input checked="" type="checkbox"/> William Johnson	<input checked="" type="checkbox"/> Pamela Ficociello
<input type="checkbox"/> Patricia Ricard Lofstrom	<input checked="" type="checkbox"/> John Paul Paciocco	<input checked="" type="checkbox"/> Dania Kuzbari
<input checked="" type="checkbox"/> Lil Silvano	<input checked="" type="checkbox"/> Megan Bernard	<input type="checkbox"/> Julie Gardiner
<input checked="" type="checkbox"/> Lucia O'Connor	<input checked="" type="checkbox"/> Lucas Buffone	<input type="checkbox"/> Sean Halliday

Regrets: Patricia Ricard Lofstrom Julie Gardiner Sean Halliday

MINUTES

1.0 Constitute Meeting

1.1 Call to Order

The Board Chair calls the meeting to order at 5:10 pm.

1.2 General Welcome

The Board Chair welcomes everyone to the meeting.

1.3 Land Acknowledgement

The Board Chair provides the land acknowledgement.

2.0 Keynote Speaker

Mr. Douglas Elliott delivers the keynote speech.

3.0 Declaration of Conflict of Interest

No conflicts declared.

4.0 AFS General Membership

The Board Chair reviews the general membership.

MOTION BIRT, the board approves the AFS general membership for the 2022/23 term, as presented.

Moved by: William Johnson
Seconded by: Lil Silvano All in favour. CARRIED.

5.0 Agenda & Minutes

5.1 Approval of Agenda

MOTION BIRT, the board approves the September 28, 2022, Annual General Meeting agenda, as presented.

Moved by: Dania Kuzbari
Seconded by: John Paul Paciocco All in favour. CARRIED.

5.2 Approval of Minutes

MOTION BIRT, the board approves the September 23, 2021, Annual General Meeting minutes as amended.

Moved by: Megan Bernard
Seconded by: John Paul Paciocco All in favour. CARRIED.

6.0 Treasurer's Report

6.1 BDO LLP Chartered Accountants – Presentation of Audited Financial Statements

Alicia Burgoyne, Senior Manager at BDO Canada presents the audited financial statements. Discussion ensues and questions are answered satisfactorily.

MOTION BIRT, the board receives and approves the 2021/22 Audited Financial Statements as presented by BDO auditors.

Moved by: John Paul Paciocco
Seconded by: Lil Silvano All in favour. CARRIED.

6.2 Appointment of Auditors

MOTION BIRT, the board appoints the auditing firm BDO LLP Chartered Accountants to represent Algoma Family Services as the Corporation's Auditors for 2022/23.

Moved by: Lil Silvano
Seconded by: Megan Bernard All in favour. CARRIED.

7.0 Rotation of AFS Directors for 2022/23

The Board Chair reviews the rotation of directors as presented in item 7.0.

MOTION BIRT, the board receives and approves the proposed rotation of directors as presented.

Moved by: William Johnson
Seconded by: Dania Kuzbari All in favour. CARRIED.

8.0 Adoption of 2022/23 Slate of AFS Directors

The Board Chair reviews the rotation of directors as presented in item 8.0.

MOTION	BIRT, the board adopts the rotation of directors for 2022/23 as presented.		
	Moved by:	Megan Bernard	
	Seconded by:	Lil Silvano	All in favour. CARRIED.

9.0 Election of 2022/23 AFS Board Officers

No nominations presented.

The following board directors wish to continue in their role:

- Secretary, John Paul Paciocco
- Treasurer, Lil Silvano
- Vice-Chair, Pamela Ficociello
- Chair, Jana Tetreault

MOTION	BIRT, the board approves the AFS Board Officers as elected for 2022/23.		
	Moved by:	William Johnson	
	Seconded by:	Megan Bernard	All in favour. CARRIED.

10.0 Annual Report

10.1 AFS Board Chair Annual Report

The Board Chair presents the report.

10.2 AFS Chief Executive Officer's Annual Report

The CEO presents the report.

11.0 Other Business

Attendees are invited to participate in the Every Breakfast Counts 50/50 draw.

12.0 Adjournment

MOTION	BIRT, the board adjourns the annual general meeting at 6:23 pm.		
	Moved by:	Lil Silvano	
	Seconded by:	Megan Bernard	All in favour. CARRIED.



Algoma Family Services
SERVICES AUX FAMILLES D'ALGOMA

Inspiring Hope and Wellness

March 31, 2023 Audit
Annual General Meeting
October 4, 2023

Independent Auditor's Report

To the Members of Algoma Family Services

Opinion

We have audited the accompanying financial statements of Algoma Family Services (the Organization), which comprise the statement of financial position as at March 31, 2023 and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

In our opinion, the financial statements present fairly, in all material respects, the financial position of Algoma Family Services as at March 31, 2023 and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

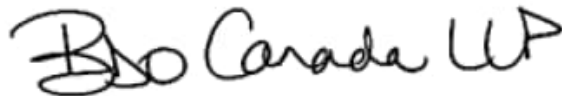
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Independent Auditor's Report (continued)

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Chartered Professional Accountants, Licensed Public Accountants
Sault Ste. Marie, Ontario
June 27, 2023



Algoma Family Services Statement of Financial Position

March 31

2023

2022

Assets

Current

Cash	→ \$ 2,011,245	\$ 1,338,516
Receivables	494,389	239,811
Prepaid expenses	388	22,262
	<u>2,506,022</u>	<u>1,600,589</u>

Capital assets (Note 2)

→ 4,984,975	3,010,349
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Restricted cash (Note 3)

<u>62,831</u>	<u>62,831</u>
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\$ 7,553,828 \$ 4,673,769

Liabilities and Net Assets

Current

Accounts payable and accrued liabilities	→ \$ 1,762,094	\$ 848,674
Grants repayable (Note 6)	220,671	88,631
Deferred revenue (Note 7)	82,279	140,973
Current portion of long-term debt (Note 8)	-	37,724
	<u>2,065,044</u>	<u>1,116,002</u>

Deferred capital contributions (Note 9)

→ 1,703,682	604,979
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3,768,726 1,720,981

Net assets

Reserves (Note 10)	149,396	154,093
Investment in capital assets	3,281,293	2,367,646
Unrestricted net assets	291,582	368,218
Restricted	<u>62,831</u>	<u>62,831</u>

3,785,102 2,952,788

\$ 7,553,828 \$ 4,673,769



Condensed Statement of Operations

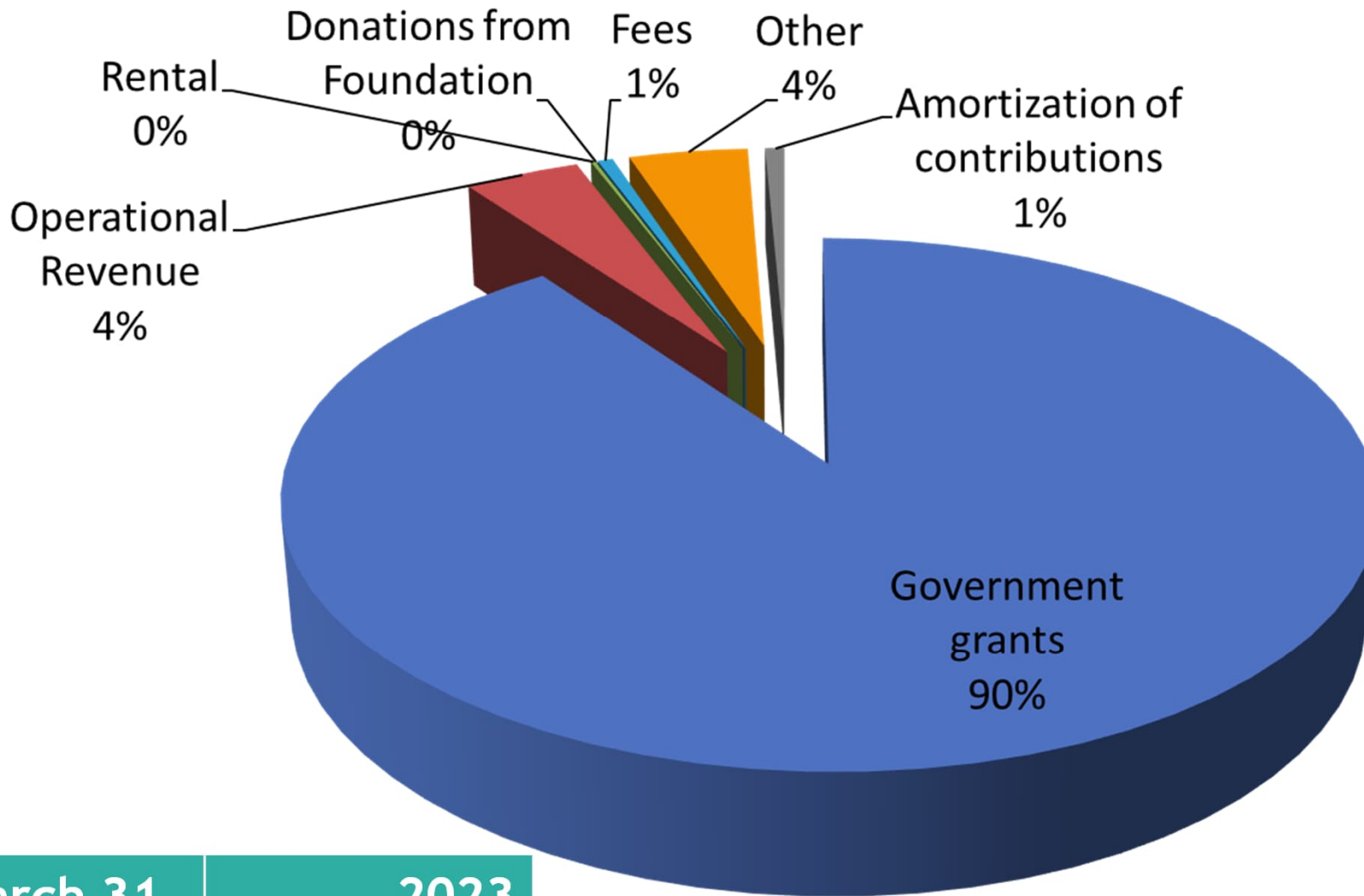
	2023	2022
Revenue	\$13,794,941	\$12,433,429
Expenses	\$12,962,617	\$11,943,647

Revenue increased due to:

- Increased government funding for various areas, specifically Live in Treatment and Youth Wellness Hub

Expenses were increased slightly which would be expected with an increase in revenue. The main increases relate to an increase in payroll, contracted services, occupancy, and program costs

Condensed Statement of Operations - Revenue



March 31

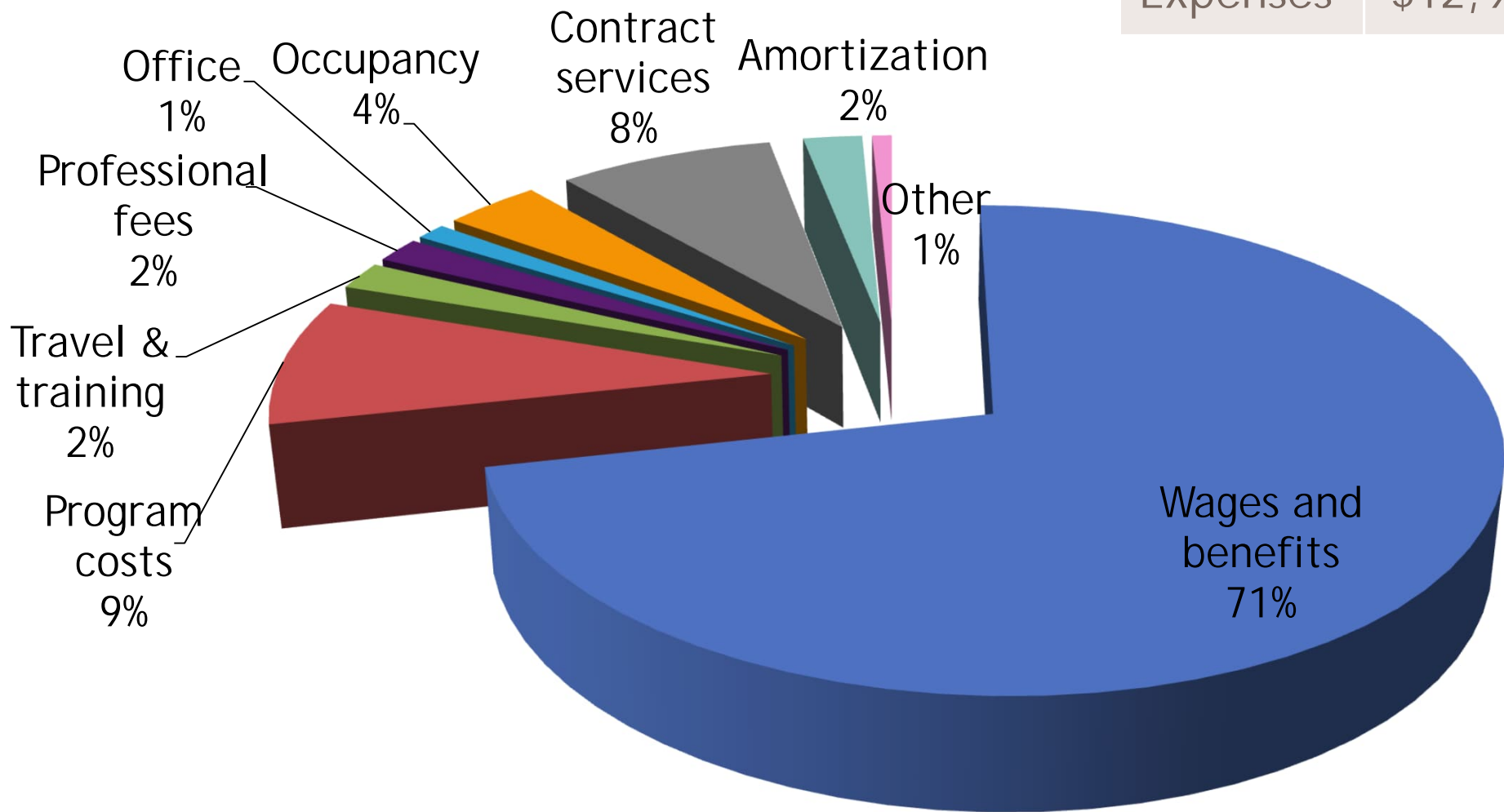
2023

Revenue

\$13,794,931

Condensed Statement of Operations - Expenses

March 31	2023
Expenses	\$12,962,617



Condensed Statement of Operations

	2023	2022
Revenue	\$13,794,931	\$12,433,429
Expenses	\$12,962,617	\$11,943,647
Excess of revenue over expenses	\$832,314	\$489,782

Excess of revenue over expenses ACCOUNTING \$ 832,314 \$ 489,782

Add back amortization	293,630
Less capital	(2,268,256)
Less decrease in Vac Pay	(16,212)
Less deferred capital contrib	(96,488)
Add Deferred Capital grants	1,195,191
Less principal mortgage pmts	(37,724)
Add reserve transfers	4,697
Deficit for FUNDING	(92,848)



2023/24 AFS General Membership

OCTOBER 4, 2023

2023/24 proposed general memberships, as follows:

Agnew, James	Bernard, Megan	Halliday, Sean
Hamilton, Rick	Lavergne, Wes	Johnson, William
Kuzbari, Dania	O'Connor, Lucia	Omollo, Jane
Petersson, David	Ricard Lofstrom, Patricia	Swystun, Daniel

Additional general membership applications will be accepted at the October 4th, 2023 AGM for the 2023/24 term.

2023/24 AFS Slate of Directors

OCTOBER 4, 2023 (Presented at September 13, 2023 Board Meeting)

The 2023/24 slate of directors is proposed as follows:

Last Name	First Name	Start Date	Present Term Start	Present Term End	Present Term #	Completed # of Terms
Wes Lavergne VACANCY: JP Paciocco			2023	2026		
James Agnew VACANCY: Jana Tetreault			2023	2026		
Halliday	Sean	Jan 28, 2016	2020	2023	3	2
Rick Hamilton VACANCY: Julie Gardiner		Sept 24, 2020	2020	2023	1	0
Bernard	Megan	Nov 22, 2018	2021	2024	2	1
Ricard Lofstrom	Patricia	Nov 28, 2019	2021	2024	2	1
Kuzbari	Dania	Feb 23, 2022	2021	2024	0 (Filled Vacancy)	0
O'Connor	Lucia	May 26, 2022	2021	2024	0 (Filled Vacancy)	0
Jane Omollo VACANCY: Pam Ficociello			2023	2026		
David Petersson VACANCY: Lil Silvano			2022	2025	2	1
Swystun Filled Vacancy: Lucas Buffone Feb '23	Dan		2022	2025	2	1
Johnson	William	November 28, 2019	2022	2025	2	1

2023/24 AFS Director Rotation

OCTOBER 4, 2023

To fulfil term requirements the 2023/24 rotation of AFS Directors is as follows:

Board Member	Area Served	Proposed Term
VACANCY (Julie Gardiner resignation) ¹	District	2023-26
VACANCY (Pamela Ficociello term ended) ²	City	2023-26
VACANCY (JP Paciocco term ended) ³	City	2023-26
VACANCY (Jana Tetreault term ended) ⁴	District	2023-26

The following Vacancy have assumed vacancies from 2022/23:

Board Member	Area Served	Proposed Term
VACANCY (Lil Silvano resignation) ⁵	City	2022-25

¹ Rick Hamilton

² Jane Omollo

³ Wes Lavergne

⁴ James Agnew

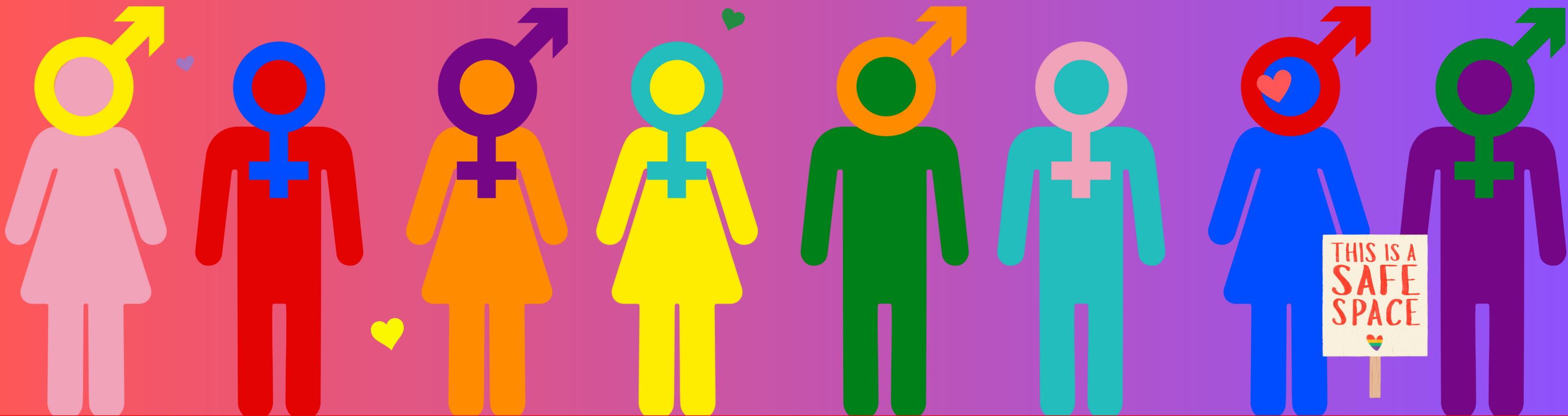
⁵ David Petersson



Algoma Family Services
SERVICES AUX FAMILLES D'ALGOMA

ANNUAL REPORT

2022-2023



LAND ACKNOWLEDGEMENT

We'd like to begin by recognizing the long history of First Nations and Metis Peoples in this area. We acknowledge that we are on the traditional lands and territory of the Anishinaabe, historically known as Bawaating, home to Garden River First Nation and Batchewana First Nation, signatories of the Robinson-Huron Treaty of 1850, historic Sault Ste. Marie Metis Council and the head office of the Missanabie Cree First Nation. From the beginning, this region was and continues to be a special gathering place for Anishinabek from all directions who gather for ceremony, trade, and kinship.

Learn more:

- [Ontario treaty map](#) | [Ministry of Indigenous Affairs](#)
- [A Brief Introduction to Anishinaabemowin](#) | [Ontario Parks blog](#)
- [Ojibwe People's Dictionary](#) | [University of Minnesota](#)
- [Agawa Rock: Vision Quest](#) | [Northern Ontario Travel](#)

Inspiring Hope and Wellness



TABLE OF CONTENTS

Land Acknowledgement	2
Vision, Mission, Values, Senior Leadership Team	3
Message from the Board Chair, Board of Directors	4
Message from the CEO	5
Equity, Diversity, & Inclusion	6
Youth Advocacy	7
Algoma Youth Wellness Hub	8
Children & Youth Mental Health Supports	9
Community & Adult Services	10
Financial Overview	11
Funding Partners, Service Recognition	12

OUR VISION

Inspiring Hope and Wellness

Our Mission

Together we will improve access to our extraordinary services.

Our Values:



Tenacious Resolve



Active Listening



Dynamic Teamwork



The Potential Of Every Individual



Breakthrough Innovation



Diverse People & Perspectives

Within the framework and context of AFS strategic priorities of:



Extraordinary Services



Awesome Team



Inspiring Outreach



Busting Barriers



SENIOR LEADERSHIP TEAM

Ali Juma,
Chief Executive Officer

Nancy Evans,
Director, Finance &
Administration

Brenda Clarke,
Manager Community Services
& Strategic Initiatives

Stephanie Fetherston,
Director of Services

Lisa Salvini,
Director, Human Resources

Eva Torresan,
Manager of Service
Integration & Transitions

Sandy Leith,
Director of Services
(Retired)

Accredited by
Canadian Centre
for Accreditation



Agréé par
Centre canadien
de l'agrément



Algoma Family Services is proud to be accredited by the Canadian Centre for Accreditation (CCA) which offers a third-party review process that is tailored to community-based organizations. Accreditation occurs every four years and is an expectation of our board, funders, and our sector. It signals to our consumers, partners, and the community our commitment to quality and continuous improvement. Most importantly, our clients can feel confident in knowing they can get the help they need from AFS. Lastly, it serves as a consideration for those looking to work for AFS.



MESSAGE FROM THE BOARD CHAIR

2022-2023: Change and Gratitude

"Gratitude makes sense of our past, brings peace for today, and creates a vision for tomorrow." – **Melody Beattie**

This past year has been one of change and gratitude for Algoma Family Services. As a Board, we have been so impressed with how the AFS Team is able to adapt to the changing needs of our clients and the organization as a whole! Following our Annual Meeting last year, after much deliberation, the Board decided to discontinue further exploration of a possible amalgamation with the Children's Aid Society. We would like to express our gratitude for the tremendous effort of the staff from both organizations and everyone who was involved in the feasibility study process!

The year 2023 began with much energy and dedication going into the exploration of additional ways to engage and support the youth of our community. We are very proud of the much needed Live-In Treatment Center that opened its doors this past Spring! We would like to express our gratitude to our Ministry funders, Community Partners, and AFS staff whose tremendous efforts helped to make this vision a reality! The Board has, for some time, been looking at ways to engage youth in a meaningful advisory role and we are pleased that AFS now has a Youth Action Council. This Council has shared ideas for the design of our Youth Hub and we look forward to seeing the Hub grow and develop with their guidance! We also look forward to having the input of a Family (Client) Advisory Council, to ensure the services AFS provides remain meaningful, relevant, and accessible.

This fall, along with our stakeholders, we have begun the process of developing a new Strategic Plan to set out goals and an action plan for the next four to five years. As an organization, we want to continually evaluate the critical issues facing AFS and ensure that we are using the available resources to effectively address those issues. Further, to set out a plan of advocacy to appeal to the Government to ensure AFS has the resources it needs to meet the growing demand for services and also address our recruitment challenges.

During this time of change and renewal, we also have a number of upcoming changes to the Board complement as several Directors, including myself, complete their terms. I would like to acknowledge departing Directors Pam Ficociello, J.P. Paciocco, Lil Silvano, and Julie Gardiner for their dedication and commitment to the Board and to the organization over the past several years. I would also like to personally extend my gratitude to CEO Ali Juma and all the staff at Algoma Family Services and to all my fellow Directors for an amazing learning experience on the Board! I wish you all the best as you continue your journey of service to the community!

Jana Tetreault
Chair, AFS Board of Directors

BOARD OF DIRECTORS

Jana
Tetreault
Chair

Pam
Ficociello
Vice
Chair

Lil
Silvano
Treasurer

John Paul
Paciocco
Secretary

Megan
Bernard
Director

Lucas
Buffone/
Dan
Swytsun
Director

Julie
Gardiner
Director

Sean
Halliday
Director

William
Johnson
Director

Dania
Kuzbari
Director

Lucia
O'Connor
Director

Patricia
Ricard Lofstrom
Director

"Volunteers don't get paid, not because they're worthless, but because they're priceless." – **Sherry Anderson**



MESSAGE FROM THE CEO

To say fiscal 2022 to 2023 was busy would certainly be an understatement! This year we experienced unprecedented growth in our services with the approval of the Youth Wellness Hub and our proposal for a Live-In Treatment program. In addition to these programs, we were also advised our proposal for the Ontario Autism Program Innovation grant was approved. We will work with Garden River First Nation staff to assess and deliver services to Indigenous youth with neuro-diverse challenges. Further to this, we were selected as an Ontario Psychotherapy Program provider and also selected by the Ministry of the Attorney General to provide a virtual Partner Assault Program in Thunder Bay until a new provider was identified. The proverbial icing on the cake was being awarded a grant from the Red Cross to expand our Diversity, Equity, and Inclusion approach with our youth. The key to the sustainability of AFS lies in our growth, and grow we did! In fiscal 2022/23 we achieved an 11.64% growth in CYMH referrals, 10% growth in revenue, and 8% increase in staffing!

In the final year of our extended strategic plan, AFS has certainly made good on our mission of "Together we will improve access to our extraordinary service." It is with great pride, we congratulate the awesome team at AFS for their extraordinary work in once again expanding access to our services and doing so in collaboration with our community partners. What is even more incredible is the fact that we achieved these remarkable service levels while our teams were down staff. Speaking of our awesome team, we acknowledge the retirements of Sandie Leith, Director of Services (7 yrs), Amelia Marques, HR/Admin Assistant, (18 yrs), Monique Racette, Admin Assistant (31 yrs), and Tammy Asselin, North Counsellor (32 yrs). Thank you for your extraordinary service to AFS and we wish you all the best in your well-earned retirement! Welcome to Stephanie Fetherston our new Director of Services who started in January 2023.

Of all the headwinds we experienced this year, our Health and Human Resources (HHR) challenges posed the most significant. While child and youth mental health referrals increased our actual admission to service decreased compared to last year, due in part to the challenges in filling vacant positions. Like many other sectors, it is taking longer to recruit qualified staff. This is due to a shortage of qualified staff, and also AFS being passed over for higher paying positions in Education and Health Care. This fiscal year we experienced no less than five resignations of staff who obtained positions in higher-paying sectors. It is difficult to see some of our top talent leave AFS, knowing how difficult it is to replace this talent. We call on the Government to increase our funding to ensure our wages and benefits remain competitive, and that AFS does not continue as a stepping stone for staff to higher-paying positions. The replacement cost to recruit and train staff is in excess of \$20,000. We also call on the College of Psychotherapy to reduce the onerous requirements such as 100 hours of clinical supervision before a clinician can be fully registered. We need to increase the pipeline of eligible staff, reduce the burden on our clinical supervisors, and reduce the additional workload on staff carrying the weight of vacant positions.

As mentioned in my previous reports, AFS continues to be chronically underfunded to the amount of \$2 million. This is the funding required to eliminate our wait-lists and wait-times. With this funding, we would hire five additional Counsellors, an additional Psychologist, an additional Clinical Supervisor, and the administrative infrastructure to support these new positions. Further, this funding would allow us to enhance wages to ensure our talent is not leaving, creating gaps in service that exacerbate wait-times for service.

On the collaboration front, AFS remains an active partner with the Algoma Ontario Health Team, the Community Wellness Bus that achieved over 11,800 service interactions (fiscal 2022/23), the development of the soon-to-be-opened Community Resource Centre, and the recently opened Withdrawal Management Services, Northway. Through our Student Nutrition Program, our small but mighty team supported the logistics for the Every Breakfast Counts program. Together with our partners over 8500 bagged lunches were delivered to hubs serving children and youth over the summer. Simply amazing!

In recognition of another tremendous year of services, we have chosen to present our results in an infographic format, reducing the amount of text to read given our multi-services. We hope you will enjoy this presentation of our results. It is a tremendous testament to the extraordinary services our awesome team provides day in and day out, as we manage in a post-pandemic reality. It is also a great testament to the tenacious resolve of the AFS Board of Directors, for their advocacy to ensure the infants, children, youth, adults, and their families receive the care they need when and where they need it, connected to their community, culture, and most importantly family. It is with this recognition, that we extend our deep appreciation to Jean-Paul Paciocco, Secretary, Pam Ficociello, Vice President, and Jana Tetreault, President, for completing three terms with the Board! We also recognize Lil Silvano, Treasurer, and Julie Gardiner, Director for their dedication and commitment to the board, and wish them well in their new endeavours. As outgoing board members, we certainly hope you leave feeling a tremendous sense of pride and accomplishment during your time with the board.

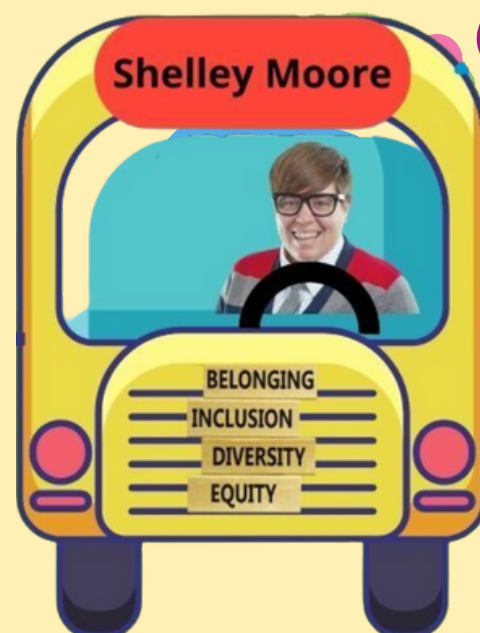
Last but not least, we thank our funders and our community partners, for your continued confidence in our services and your investments in excess of \$3 million in fiscal 2022/23. Together we are making a significant difference in the lives of the infants, children, youth, adults, and their families we serve. To the clients we serve thank you for choosing AFS for help. It is our great privilege to serve you. In 2023 and 2024 we will be launching new and innovative services, such as our Youth Hub and Live-in Treatment program. We will be expanding our service reach through our community partners, and we will be leveraging technology in a way that allows even greater access to service when and where you need it. With the changing demographic of Algoma, we are working hard to ensure a workforce and board that is representative of our community. We are proud to be a leader in diversity, equity, and inclusion. With our new strategic plan to be launched in the fall/winter of 2023, our commitments to the Truth and Reconciliation calls to action will shape our new strategic priorities. The best is yet to come!

Ali Juma, MBA, PBDM, BA (He/Him/His)
Chief Executive Officer

EQUITY, DIVERSITY, & INCLUSION (EDI)

AFS aims to cultivate a safe, inclusive workplace. The EDI committee continues to promote cultural sensitivity through education, training, active listening, and open communication. AFS has implemented various initiatives to encourage diversity, including hosting education sessions on unconscious bias and promoting employee resource groups. Additionally, AFS has implemented policies to ensure equal opportunities for all employees, regardless of their background. This includes providing accommodations for person(s) with both visible and non-visible disabilities and promoting diversity in recruitment and hiring practices. By prioritizing EDI initiatives, AFS is not only creating a more welcoming workplace but also fostering a culture of respect and understanding among our awesome team and enabling a better understanding of clients and their needs in therapeutic spaces.

**Inclusion & Diversity Education
Session Presented by :**
*Shelley Moore, Teacher,
Researcher, & Storyteller*



Pride 2022

INCLUSION



of all voices and visions

DIVERSITY



of people and perspectives

EQUITY



in policy and practice

Dedication to Douglas Elliot

Algoma Family Services is proud to honour Douglas Elliot for his passion and activism in promoting inclusion & diversity.

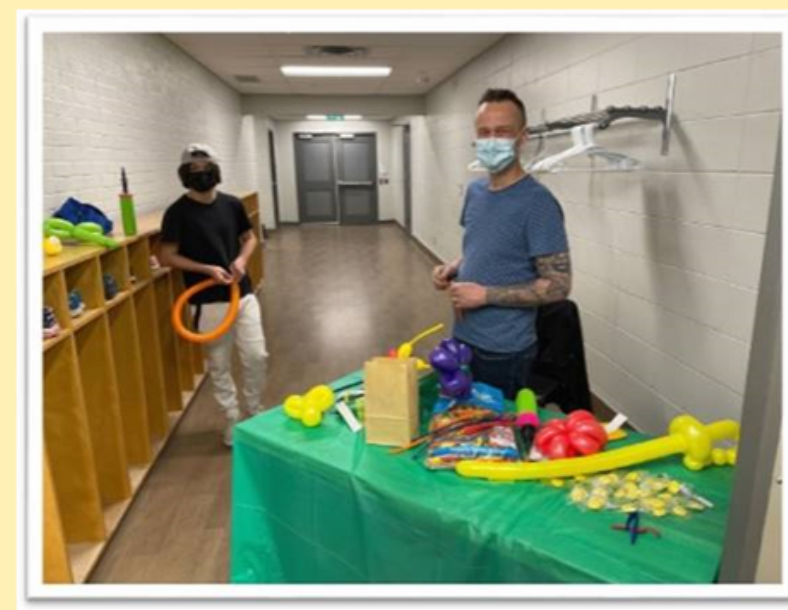
AFS proudly dedicated a colourful bench in honour of Pride month and dedicated it to the well-known Elliot Lake lawyer and Pride advocate Douglas Elliott.

The beautiful bench is a beacon of hope and wellness for all that see it, in particular, our LGBTQ2S+ community to know AFS is a safe, inclusive, and welcoming organization.

Our Awesome Elliot Lake Team



*Children's Mental
Health Week 2022*





THE NEW NORTHERN MENTALITY

The New Northern Mentality is a youth advocacy group that meets weekly to discuss how to make change and reduce the stigma around mental health. In May 2022 they held an espresso café during Children's Mental Health Week. The Espresso Café encouraged youth to come out and express themselves through various art forms. Participants could co-paint a picture, participate in black-out poetry, sing, dance, eat and converse. Food and beverages were provided as well as a self-care kit.

The youth attended Disable the Label (virtual format) in July 2022 which is the annual conference hosted by CMHO. The youth are discussing starting a Podcast and hope to launch in the next fiscal.

YOUTH ADVISORY COMMITTEE (YAC)

The Youth Advisory Committee (YAC) was formed in December 2022 to support the co-creation of the Algoma Youth Wellness Hub. The group of 15 dedicated youth ages 14-24 meet weekly to discuss various aspects of the hub. They worked together to create the mission statement for the Hub.

To create a safe, welcoming, and inclusive space for youth that is free of judgement while offering a unique and diverse experience that positively supports well-being.

These youth have helped to design the space from picking flooring and paint colours to choosing furniture and discussing layout and art. This group will continue to meet frequently until the Hub doors open and then their role will focus more on services and programming.





THE
NORTHERN
OUTLET

Algoma
Region

youth
wellness
hubs

ONTARIO



The Algoma Youth Wellness Hub is a "one-stop shop" for youth ages 12-25 to address their needs related to mental health, substance use, primary care, education, employment, training, housing, and other community and social services. These hubs will also include peer services, outreach, and system navigation services. Services will emphasize quality and will be timely, integrated, and co-located.

Youth in Algoma experience mental health and substance use challenges, homelessness, and unemployment at disproportionately higher rates than the rest of the province, exacerbated by the pandemic. Youth must navigate a fragmented service system that becomes a barrier to obtaining service. As service demands increase, youth need an inclusive space with low barriers to access services. There is no dedicated drop-in space for youth to access in Algoma.

DEAL IS DONE, SSM WILL OPEN A
NEW YOUTH HUB!



"There's just not a lot to do or the things to do are always to go to the mall or we hang out at your house, but none of it is ever in a safe space for youth where you can be sure that you are safe, especially with our current mental health struggles," said Arwen Cooke. "Now there is going to be a place where people can congregate safely and not to mention the services that will be offered here that youth can't access on their own."

REIMAGINING OUR YOUTH HUB

Our Youth Advisory
Council (YAC)



BREAKING
NEWS



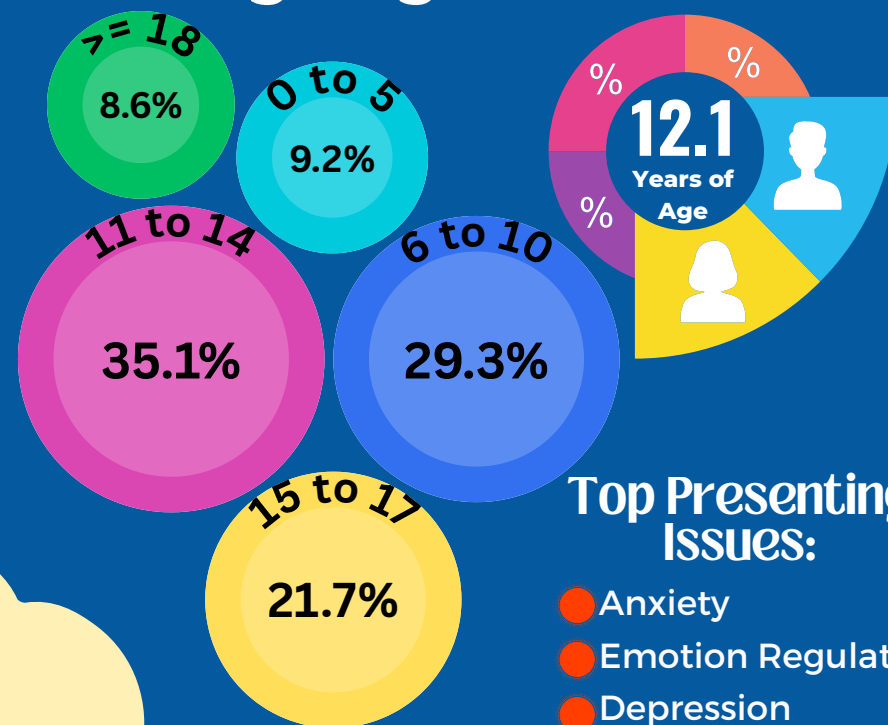
CHILDREN & YOUTH MENTAL HEALTH (CYMH) SUPPORTS

Extraordinary Services

2,995

Children & Youth Received
Direct Support from AFS
Programs & Services

Average Age of Referral



Top Presenting Issues:

- Anxiety
- Emotion Regulation
- Depression

Monitoring Youth Trends & Risk:

- Social Media Influenced Anxiety
- Eating Disorder
- Academic Performance
- Gender-Diverse Service Requests
- Racialized Groups and Visible Minorities

YOUTH ADDICTIONS

419

Individuals Served

Alternatives for Youth (AFY), Genesis Day
Treatment, School Based Addictions

YOUTH JUSTICE

54

Individuals Served

Community Support Team,
Section 34 Assessments

COUNSELLING & THERAPY REFERRALS

+11.64%

INCLUDES GROUP, FAMILY, & INDIVIDUAL
Over FY 2021/22

57
Psychological
Assessments
Completed

Children & Youth Mental Health

- Coordinated Access Intake
- Case Management & Service Coordination
- Rebound Choices
- Brief Services
- School Based Counselling
- Central Algoma Teen Counselling
- Counselling and Therapy Services
- Intensive Treatment Services
- Care and Treatment
- Crisis Support Services
- Complex Case Coordination

YoY Aggregate Distinct Count: Intake and STS Referrals

2021/22
984
Clients

+15.2%
YoY

2022/23
1134
Clients



*Busting
Barriers*

COMMUNITY & ADULT SERVICES

1,105

Clients Received
Direct Support from
AFS Programs &
Services



- Anti-Human Trafficking (AHT)
- Children Who Witness Violence
- Employee Assistance Program (EAP)
- Fee For Service
- Male Survivors Group
- Solicitor General: Probation & Parole Counselling
- Ontario Structured Psychotherapy (OSP)
- Partner Assault Response (PAR)
- Safer Families
- Supervised Access Program (SAP)
- Violence Against Women (VAW)



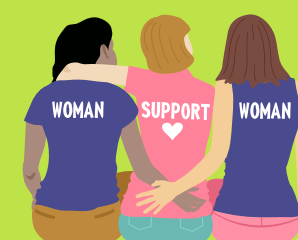
Every Breakfast
Counts
8,000+
MEALS DELIVERED

Student Nutrition Program



8,378
AVERAGE DAILY
PARTICIPATION

1,518,073
TOTAL MEALS



Walk-In Counselling

460

TOTAL INDIVIDUALS SERVED



298

FAMILIES SERVED

Community Action
Program for
Children (CAPC)



421

FAMILIES SERVED

Canada Prenatal
Nutrition Program
(CPNP)



106

NEW PARTICIPANTS

Supervised
Access Program
(SAP)



48

FAMILIES SERVED

Community Wellness Bus

AFS is a proud partner organization of the Wellness Bus. It's service provides access to health & social services, & reduces gaps in mental health & addictions care.



ÉQUIPE SANTÉ
ALGOMA ONTARIO
HEALTH TEAM



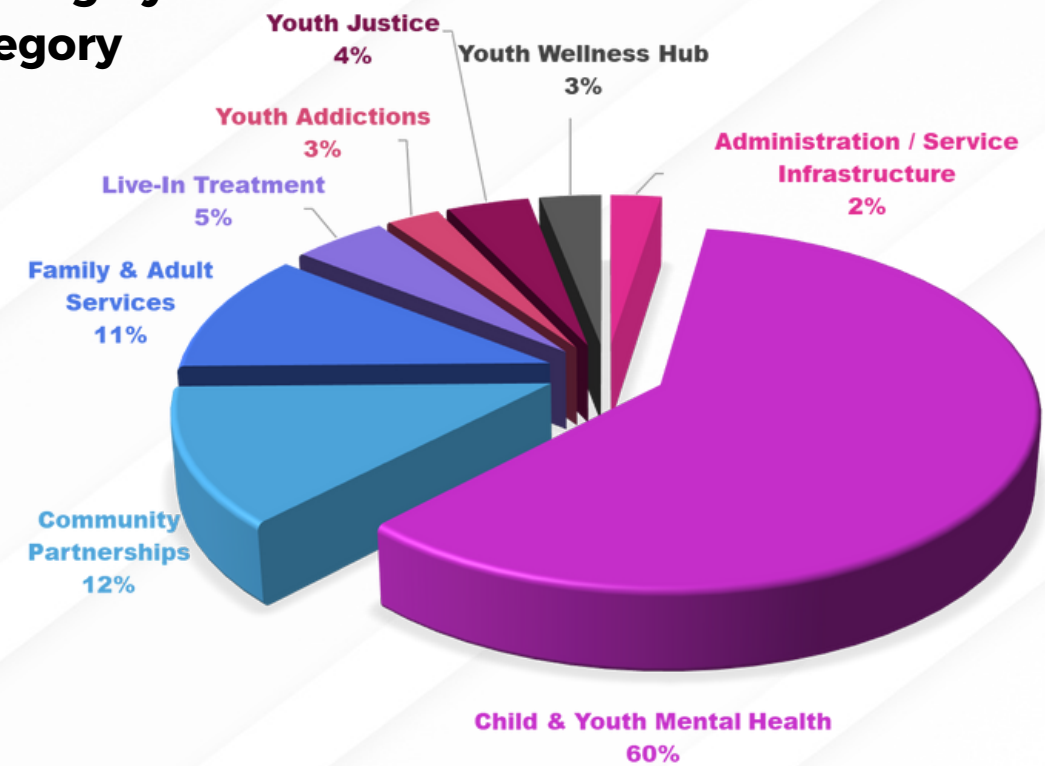
11,800
SERVICE INTERACTIONS

**AVERAGE OF 650
VISITS PER MONTH!**

FINANCIAL OVERVIEW

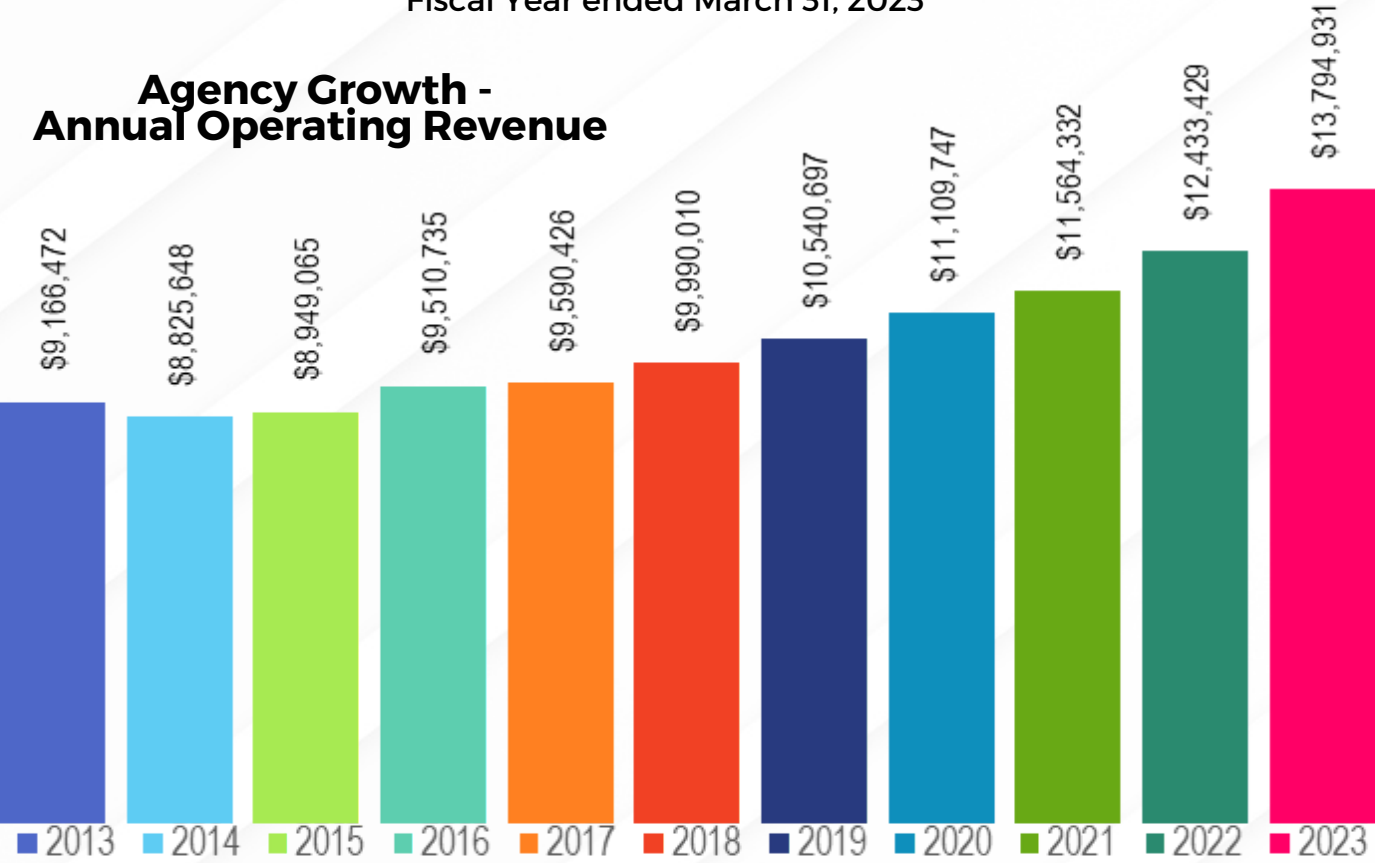


Spending by Category



Fiscal Year ended March 31, 2023

Agency Growth - Annual Operating Revenue



Fiscal Year ended March 31, 2023

* Data Source: 2022/2023 Final Year-End Auditted Financial Statements

Revenue & Expenses Year ended March 31, 2023

	2023	2022
	\$	\$
Revenue		
Government grants	12,428,777	11,075,815
Operational revenue - other	576,128	786,871
Rental income	22,104	15,746
Fees	76,547	69,830
Amortization	96,488	38,157
Cost Recoveries	275,028	203,906
Other	319,859	243,104
Total	13,794,931	12,433,429

Expenses		
Advertising and promotion	20,419	17,697
Amortization	293,630	178,381
Contracted services	1,071,822	781,309
Insurance	52,250	34,505
Interest on long-term debt	197	1,824
Memberships	25,100	27,239
Occupancy costs	473,494	321,954
Office	148,417	91,326
Professional fees	228,016	117,505
Program costs	1,124,403	1,269,411
Salaries, wages and employee benefits	9,275,800	8,909,078
Travel and training	249,069	193,418
Total	12,962,617	11,943,647

Excess of revenue over expenses	832,314	489,782
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* Net accounting adjustments for ASNPO reporting compliance (including but not limited to amortization, mortgage principal payments, asset purchases, vacation accrual)

* Complete audited financial statements are available upon request



FUNDING PARTNERS

Algoma District Services
Administration Board

AFS Foundation

Breakfast Clubs of Canada

City of Sault Ste. Marie

District of Sault Ste. Marie Social
Services Administration Board

Egg Farmers of Ontario

The Grocery Foundation

Health Science North

Ministry of the Attorney General
Ontario Victim Services Secretariat -
North Region

Ministry of the Attorney General
Victims and Vulnerable
Persons Division - Supervised Access
Program

Ministry of Children, Community &
Social Services

Ministry of Children, Community,
and Social Services
Youth Justice Division

Ministry of Health and Long-Term
Care

Ministry of the Solicitor General

Northern Ontario Heritage Fund
Corporation

Public Health Agency of Canada

Show Kids You Care

United Way

THANK
YOU

PURCHASE OF SERVICE PARTNERS

Algoma District School Board

Garden River First Nation

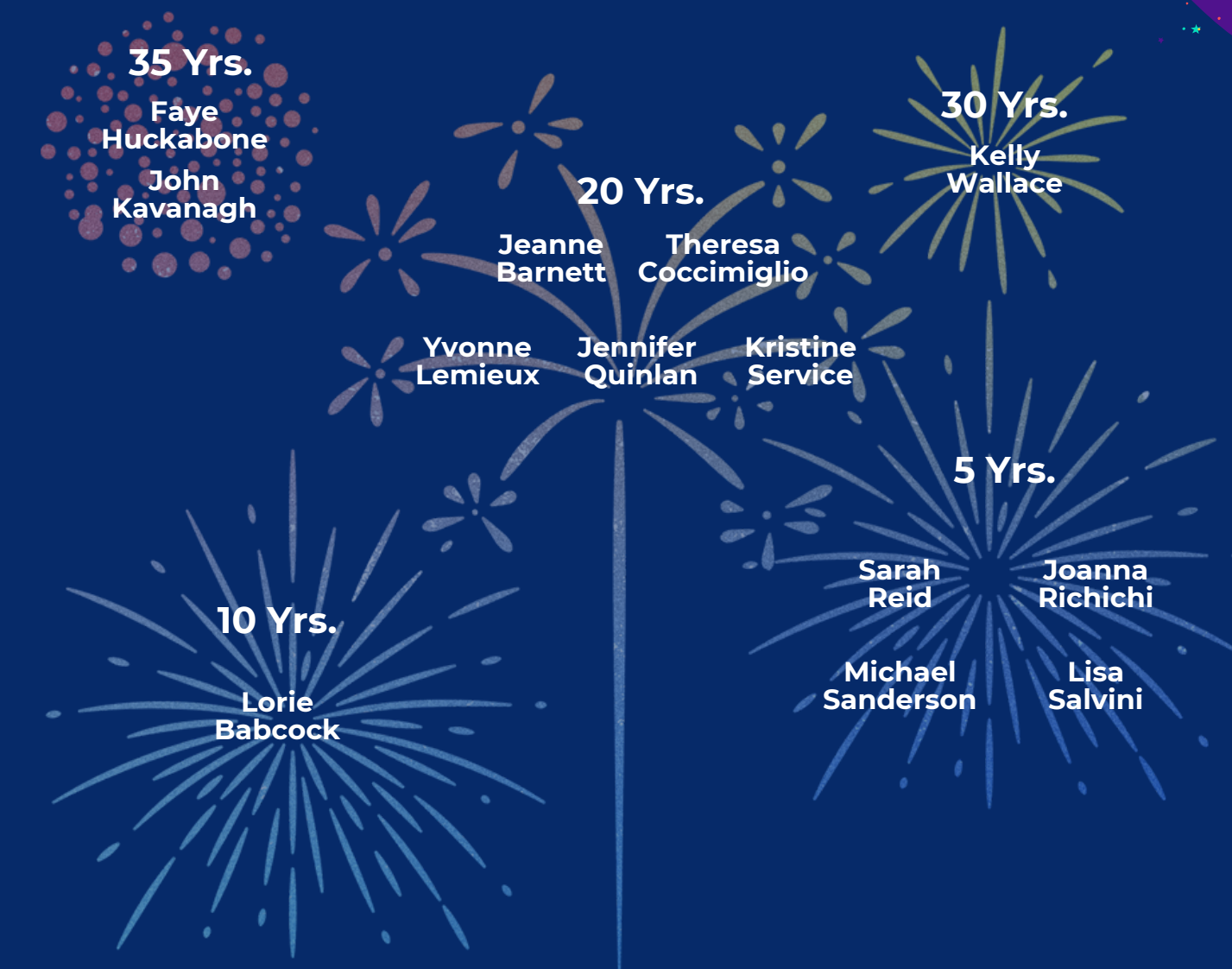
Huron Superior Catholic School
Board

Thunder Bay Counselling Centre



SERVICE RECOGNITION

We were fortunate to be able to recognize a number of staff for their extraordinary dedication and commitment to Algoma Family Services. The culture of AFS would not exist if not for the passion and drive of our Awesome Team.



Retirements

Congratulations to the following staff on their retirement from Algoma Family Services:





CONTACT US



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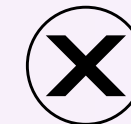


Wawa
26 Ste. Marie St.
P0S 1K0
Phone: 705-856-2552
Fax: 705-856-1046

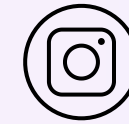
www.algomafamilyservices.ca



Algoma Family
Services



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