

Board Message

I am immensely proud of the work our Board has undertaken. Over the past four years, the Board has undergone parallel review and changes in leadership structure and governing model. We have updated our policies and By-Laws, transitioned to a new Board model, and alongside the centre, underwent accreditation and created a new strategic plan. While at times, this change has left us feeling uneasy and uncertain, our Board's ability to pull together during these times is unfailing. A heartfelt thank you to our dedicated Board members for your unwavering support and focus on our work together. In adopting a Purpose-Driven Board Model, we paused to consider: "What is our purpose and how do we support it?"

What we landed on was the incredible work carried out by HPC staff and community partners for children, youth, and families in our communities. Thank you to the staff and leadership team for the work that you do. Frankly, it is the passion you have for the critical work that you do that keeps us motivated and connected to our purpose in all that we do. Thank you to our community partners for helping shape our services and creating systems where children and families are less likely to fall through the cracks and be missed. Being involved in this work, even from a distance, has been exceptionally meaningful for each of us as Board members.

Despite adopting the Purpose-Driven Board Model a couple of years ago, we are just now realizing what it means. It is

dynamic and iterative, meaning "The How" it will grow with HPC and the Board, which creates exciting opportunities for growth and flexibility. We hope to embrace this flexibility by enhancing our ability to be reflexive and responsive to HPC and community needs across Huron-Perth. This means a commitment to being better informed about community needs, who we are serving (and who we are not), creating more opportunities to learn and to hear from staff, and supporting HPC from a strategic perspective.

I look forward to our continued work together guided by our shared purpose of supporting children, youth, and families when they need it most.

Thank you,
Jess D'Arcey, Board Chair

Board of Directors 2025-26

- CHAIR Jess D'Arcey
- VICE CHAIR Larry Schoch
- SECRETARY Kirsten Blaine
- TREASURER Sydney Hunking
- BOARD MEMBERS
- Mary Cull
- Tara Cakebread *
- Robin Pavlick *
- Mani Vannen
- Aimee Van Zeeland
- Charlene Gordon (new effective April 2026)
- David MacLennan (new effective April 2026)

*no longer on the board

OUR VISION

Healthy relationships and wellness for all in our communities.

OUR MISSION

Supporting children, youth and families* on their mental health journey.

OUR VALUES

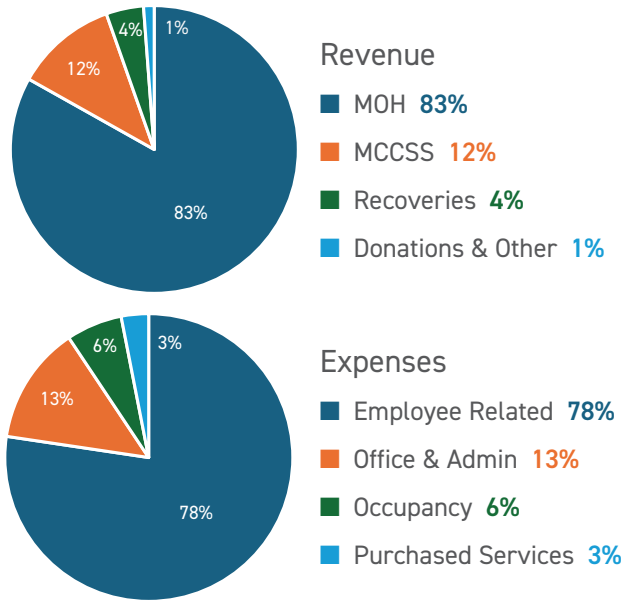
Positive Relationships
Stronger Together
Dignity and Self-Worth
Equity | Belonging | Hope

2023-2027 STRATEGIC DIRECTIONS

- Enhance our services to better serve children, youth, and families
- In collaboration with our partners, lead the development of a responsive system with and for children, youth, and families experiencing mental health challenges
- Invest in our people
- Deepen our organizational effectiveness

*By family we mean the group of people in an individual's life that provides the typical role of family as a support system.

FINANCIAL SUMMARY

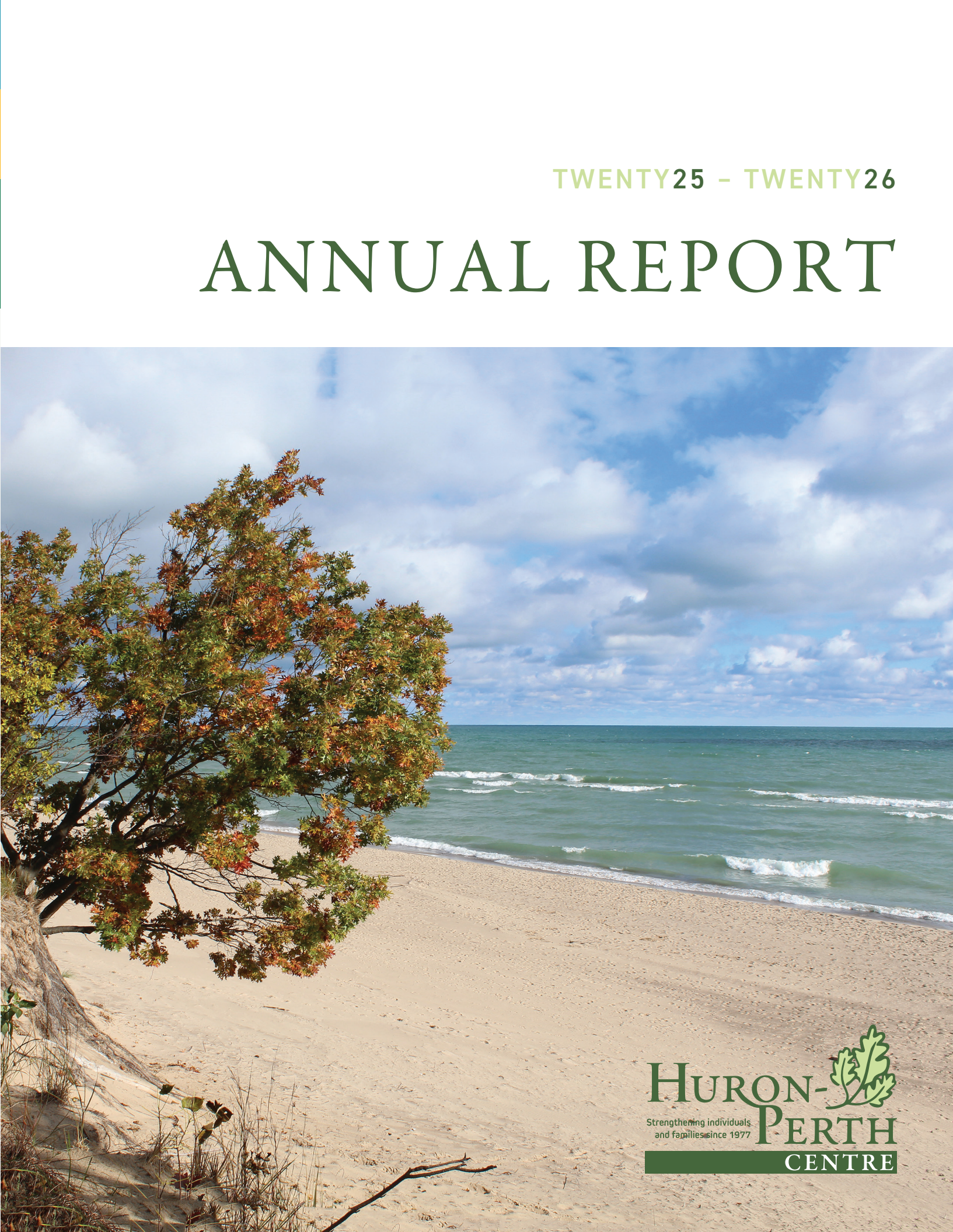


	2025-2026	2024-2025	% Change
REVENUE			
Ministry Funding	3,579,854	3,341,697	7.13%
Other Revenue	145,225	190,822	-23.90%
TOTAL REVENUE	3,725,079	3,532,519	5.45%
EXPENSES			
Salaries & Benefits	2,689,014	2,602,296	3.33%
Travel & Training	192,454	132,137	45.65%
Occupancy	234,214	244,739	-4.30%
Office & Admin	494,663	375,902	31.59%
Purchased Services	114,734	177,445	-35.34%
TOTAL EXPENSES	3,725,079	3,532,519	5.45%
NET RESULTS	-	-	

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Message from our Executive Director

The opportunity to look back on the past fiscal year and reflect on our journey as an organization is one that I relish. We often focus on where we are heading so that we seldom pause to notice what is unfolding and to consider what we have accomplished along the way.

The Huron-Perth Centre continues to be guided by our vision, mission, values and strategic directions as we ensure all our actions align with our commitments. We have taken time this year as an organization to review our stated values and consider how we show up in those values with each other, with our clients and with our community. There is much to celebrate!

Positive Relationships: This is the foundation for HPC. We commit to building or maintaining strong relationships between each other in the work. We know we can't give away what we don't have so prioritizing staff relationships allows us to be steady in our relational approach with clients.

We value the connections we have with community partners, knowing that collective impact arises from a commitment to get to know one another, build trust and work through challenges together.

We also value the commitment of our Board to govern in such a way that it builds relationships at the Board table and between Board, staff and community.

Stronger Together: Our community is coming together in new ways to support the well-being of its members. Whether it is the Community Safety

and Well-Being table, the Gender Based Violence Steering Committees, the Youth Homelessness table, the Kids First Steering Committee, the Ontario Health Team or the Newcomer Mental Health table, structures are in place to support collective and collaborative planning.

We continue to have strong support for our Child and Youth Mental Health Service Area Planning as several community partners come together to inform priorities and actions to enhance local capacity to support infant, child, youth and family mental health. We could not do this work without you!

Dignity and Self-Worth: We foster this in our Human Resources practices, ensuring staff feel valued and supported in their roles. We also foster this with clients, continuing our practice of having clients contact us directly for service and participate in the decision regarding the level of care required to address their needs.

Equity: At the staff level, we have made a commitment that staff have what they need to do their work. We recognize that equity does not equate to equal, thereby ensuring decisions consider the unique needs of a staff member as well as the role they play in the organization.

At the client level, we consider the unique needs of clients, ensuring services match those needs and ensuring we work with clients to reduce any barrier to service (ie. Transportation, translation services etc).

Belonging: We have worked this year to create spaces in each of our 3 sites that help staff and

clients feel comfortable and to feel a sense of belonging. HPC has also participated in the Kids First Steering Committee strategic planning process where we have identified belonging as the foundation to child, youth, family and community resilience.

Hope: We know that when clients call for support, many are feeling worried, discouraged and not always hopeful that things can change. Knowing this, we create a caring connection right at the first phone call, during the intake and discovery session, during the treatment planning, during treatment and then at the close of the work together. We work with families to determine their needs and assess the level of service that best matches that need. A respectful, client centered approach is our goal.

As we come into the final year of our strategic plan, I celebrate the journey thus far. I feel immense gratitude for our staff who hold families so carefully; for our Board who believe passionately in our purpose and support our direction; for our clients who trust us with their mental health; for our community partners who consistently come alongside us to strengthen our services; for the many individuals and organizations who made donations to the Centre this past year and, finally, to our funders for their ongoing support for our work.

Dana Bozzato, MSW, RSW
Executive Director

DATA FOR 2025-26 FISCAL YEAR

Total clients in service (for all programs):
• 1577; 417 carried into the new fiscal year
• 1160 new enrollments

Reported Gender: Male - 724 | Female - 821 | Other identity - 32

SERVICE	NUMBER OF CLIENTS IN SERVICE
Access and Intake	791
Brief (Timely Access)	444
Case Management and Service Coordination	767
Counselling and Therapy	334
Intensive	93
Targeted Prevention	362
Family and Caregiver Capacity Building	Caring Dads: 5 Circle of Security Parenting: 84 Middle Path Parenting: 21 GROW Skills Group for Youth: 54
Specialized Consultation and Assessment	22
Youth Justice Mental Health	29
Youth Justice Diversion	43
Youth Justice Committee	22
Violence Against Women	48
Community Capacity Building	23

TOP 10 PRESENTING ISSUES - TOTAL CASES

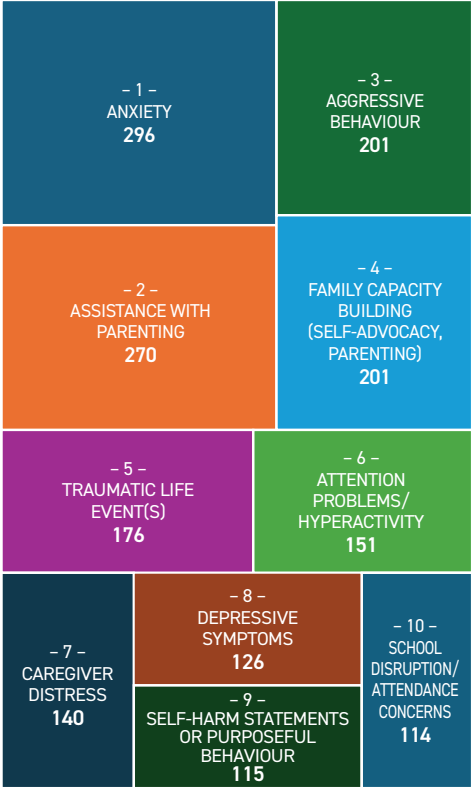


TABLE ONE | Huron-Perth Centre for Children and Youth Strategic Plan Progress Report 2025-26

STRATEGIC PILLAR	ACTIVITIES AND PROGRESS IN 2025-26		
Enhance our services to better serve children, youth and families	• HeadsED screener used during initial intake to support decision regarding level of care; this has enhanced internal pathways and reduced the waiting period for services • InterRAI ChYMH assessment implementation in Counselling and Therapy to assess needs and monitor progress • Internal Intersections role contacts all clients waiting for service to determine any change in needs • External Intersections role working in community to enhance pathways to HPC	• Intensive Mental Health Outreach role working closely with HP Crisis Response program and LHSC to service youth with acute mental health needs • DBT and Middle Path groups being offered • SNAP (Stop Now and Plan): HPC Intensive staff in training; implement in Fall 2026 • Support new pathway to coordinated access to live in treatment • Support the Kids First Steering Committee Strategic Planning • Begin focus on infant and early	• years mental health service development at HPC with new staff • Begin infant and early mental health service mapping • Ongoing participation in OHT and subcommittees: MHA Alliance; MHA Working Group; Planning and Priorities • Hired a groups coordinator to support Family and Caregiver Capacity Building and Support core service • Critical review of Youth Justice pathways and documentation in line with Accreditation standards
In collaboration with our partners, lead the development of a responsive system with and for children, youth and families experiencing mental health challenges	• Child and youth mental health service area planning priorities established with 3 working groups developed: EDI-D training; Kids First Steering Committee Strategic Planning • Infant and Early Years mental health service and pathways development • Support Crisis Response protocol revisions and implementation • Support Sexual Assault protocol	• development and implementation • Right Time Right Care implementation with both school boards underway • Participation in OHT strategic planning and Mental Health and Addiction working groups • Member of GBV steering committee Huron and Perth to support Renfrew Inquiry recommendations	• Member of the Huron Community Safety and Wellbeing Committee • Support pathways from the Well Community Collective hubs to HPC • Exploring new ways to partner with youth and families • Created and implemented a DBT informed services list for distribution
Invest in our people	• Salary grid enhancement • Commitment to organizational culture through staff experience survey • MSW student placement • Revised clinical supervision and team screening model	• HR generalist role to support staff • Staff acknowledgements and celebrations • Continue to survey staff meeting effectiveness and implement changes • DBT Training for all Mental Health	• Therapists and Intensive Mental Health Outreach team • Agency wide ASIST and SafeTalk Training • Review of new orientation and onboarding plans to support efficiency
Deepen our Organizational Effectiveness	• New leadership structure implemented and currently under review • Job description reviews underway for several roles	• EDI committee: many projects underway • Communications plan in development with rTraction: enhanced social	• media presence and website updates • Enhanced opportunities for public speaking presentations and participating in community events

TABLE TWO | Child and Youth Mental Health Service Area Plan: Update for 2025-26

CORE SERVICE PRIORITIES	ACTIVITIES AND PROGRESS IN 2025-26
Enhanced assessment and triage capacity at intake	- Access and Intake project phase one completion; full utilization of HeadsED screener at Intake to determine level of care; use of HeadsED screener to support clients during wait for service
Enhanced assessment capacity in Counselling and Therapy core service	- InterRAI ChYMH assessments conducted with clients to determine level of need, to inform treatment plan and to monitor progress toward treatment goals
Enhanced connection between Family and Caregiver Capacity Building core service and other MOH funded core services	- MOH funds re-allocated from two core service providers to HPC. We hired a Groups Facilitator who oversees planning for all FCCB groups
COMMUNITY MENTAL HEALTH PRIORITIES	ACTIVITIES AND PROGRESS IN 2025-26
Enhanced capacity for inclusive and culturally responsive services	- Ongoing equity, diversity and inclusion consultations with Steve Didham to inform key elements of our planning process
A coordinated service response to enhance timely access to care	- Right Time Right Care implementation ongoing with both school boards - Coordinated Access project: development of new pathway to access live in treatment services
A holistic, preventative, upstream approach to services	- Support for Kids First Steering Committee strategic planning process; alignment with Ontario Early Adversity and Resilience Framework - Infant and Early Mental Health regional symposium with Dr. Chaya Kulkarni and team from Sick Kids; follow up with early years community partners to begin service planning in line with MOH and Lead Agency Consortium work and local mapping

HPC CELEBRATES OUR STAFF, TECH SUPPORT AND CONSULTANTS 2025-2026

Mark Allen	Intensive
Heather Becker	Timely Access, Counselling and Therapy, Program Coordinator for Quality Improvement
Sarah Benneweis**	Youth Justice Diversion /Intensive
Gillian Borland	Clinical Services Support (Office Administration)
Dana Bozzato	Executive Director
Amy Brodhagen	Business Unit Admin Support
Jennifer Burns	Timely Access, Counselling and Therapy
Arielle Bush**	Coordinated Clinical Service
Jill Carter	Timely Access, Counselling and Therapy; Youth Justice Mental Health
Natasha Carter	Timely Access, Counselling and Therapy
Ashlyn Clarke	Intensive; Youth Justice Committee
Deb DeJong	Timely Access, Counselling and Therapy; Violence against Women Renaissance program, Program Coordinator Timely Access
Shealyn Devore	Timely Access, Counselling and Therapy
Nancy Farr	Timely Access, Counselling and Therapy
Natalie Fear	Timely Access, Counselling and Therapy
Emily Frehner	Groups Coordinator - Family Capacity Building
Chad Grose	Business Manager
Vicki Hartman	Director of Supervision and Development
Amy Keller	Intensive
Jenny Kelp	Timely Access, Counselling and Therapy
Jana Kreager	MSW Student Placement
Lorna Lockhart*	Intensive Mental Health Outreach
Katie Louwagie	Human Resources Generalist/OHS/ Executive Assistant
Sherry Maiorana	Timely Access, Counselling and Therapy
Cathy Marlowe	Early Years, Violence Against Women Renaissance program
Mary McDonnell	Timely Access, Counselling and Therapy
Emily McNee*	Timely Access, Counselling and Therapy; Youth Justice Mental Health
Chelsea McTaggart	Intensive
Val Millson*	Director of Programs and Services
Hayley Morgan	Clinical Services Support (office Administration)
Chris Nelemans	Intensive, Program Coordinator Intensive
Tara Pinder	Intensive, Youth Justice Committee, Youth Justice Diversion
Cheryl Priestap	Tech Support
Mackenzie Pridham*	Timely Access, Counselling and Therapy
Becky Sebben	Clinical Services Support (evening Office Administration)

Celia Shipley	Intensive
Cyndi Stevenson	Clinical Services Support (evening Office Administration)
Joan Tabbert	Internal Intersections Worker
Meryl Thomas	Clinical Services Support (Evening Office Administration)
Susan Thompson	Clinical Services Support (Office Administration)
Kate Wark	Timely Access, Counselling and Therapy, Program Coordinator Counselling and Therapy
Julie Webster Waldie	External Intersections Worker
Sarah Wigan	Timely Access, Counselling and Therapy
Vicki Wiebe	Director of Programs and Services

IT SUPPORT

Integrity IT Services Inc.

CONSULTANTS

Clinical Consultants:

Dr. Michael Ungar, Dr. Richard Zayed, Dr. Kirsten Blaine, Dr. Amanda Bell

Organizational Consultants:

Centre for Organizational Effectiveness (Maria Sanchez Keane and team); Dr. Komal Bhasin; Steve Didham; Creedence and Co. (Marg Van Herk-Paradis)

Accreditation Lead:

Laura Glenney

Intensive Research Support:

Laura Glenney, Suzanne Elliott, Dr. Michael Ungar

Human Resources Consultants:

Ward and Uptigrove

Communications:

rTraction

NEW STAFF ACKNOWLEDGEMENT SINCE MARCH 31, 2026

Tanya Bechard	Intensive Mental Health Outreach
Skye Fischer	Timely Access, Counselling and Therapy
Sarah Hummel	Executive Assistant/Human Resources Generalist

* NO LONGER WITH HPC | ** ON LEAVE

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