

2021/2022

● Annual  
Report

# Table of Contents

**01** About Us  
Mission & Vision

**02** Our Values

**03** Message from the Board  
Chair & Executive Director

**04** Service  
Statistics

**05** 2022-2025  
Strategic Plan

**06** Looking Back

**07** Looking Ahead

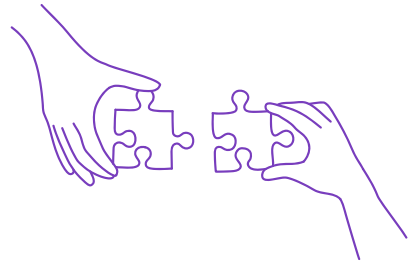
**08** Financial  
Statement

# About Us

## Linck

Linck Child, Youth and Family Supports is a non-profit agency that is here in the community to support the needs of children, youth and families. Linck strives to meet individuals where they are at and to come alongside to empower people in achieving their full potential.

Linck receives local, provincial and federal funding to work in the community as a trusted partner. As an integrated agency, we provide prevention, developmental, mental health, youth justice and child welfare services from a multi-disciplinary approach.



## Mission

Strong connections for a better future.



## Vision

Progressive improvements to well-being and safety for children, youth and their families.



# Our Values

Together with our community, Linck **CREATES**

## Respect ♥

Our aim is that all children, youth, parents, families, caregivers and staff feel respected by the agency.

## Trust ♥

Our aim is to continue to build trust with communities with whom trust has been broken, with those we support and our staff

## Empowerment of Families 👨👩

Our aim is to facilitate, to build upon their strengths toward a better future.

# CREATES

## Collaboration +

We aim to be good colleagues and community partners.

## Accountability 🛠️

Our aim is to be accountable for our service quality, with our resources and to our community.

## Equity =

Our aim is to deliver a more equitable service, reducing barriers & disproportionality in our services.

## Support ●

We aim to provide the support children, youth and families in our community need

# Message from the Board Chair & Executive Director

## Relationships Matter

Relationships matter. That is one of the main messages we have taken away from the last two years. We have faced the in between world of remaining distant while having the greatest virtual connections of all time. It has been through this time that we have focused on who we are as an organization, what we do and what we aspire to do as we move forward.

We commit to leading system changes that will make supports and services more inclusive and accessible to children, youth and families in Chatham-Kent.

Over the past year we reflected on the feedback gained from engagement sessions with youth, parents and caregivers, community partners, staff and our board. We translated the information and feedback into two major changes - a rebrand and our strategic priorities for 2022-2025.

## Linck is the new name for Chatham Kent Children's Services.

Stemming from the concept of a chain linked together, we are building strong connections between families and youth and the resources available to help them. Linck is welcoming and helpful. It isn't about achieving a certain "status" or "state", it is recognizing where people are today

and connecting them to help in a way that feels right. We work to meet people where they are and work with them to connect to a future that feels right from their perspective.

Our refreshed Mission Statement - Strong connections for a better future. The intention with the name aligns with the strategic priorities.

- **Timely access to the right support**
- **Linck is a learning organization that innovates, improves, and implements best practices**
- **Linck in the community**
- **Reconciliation, equity, and inclusion**

## We will focus our energy

Supported by two key enablers, an empowered collaborative workforce and youth and family engagement to identify outcomes and indicators that will ensure accountability and progress forward.

As our work leads us in these areas, we remain committed to maintaining relationships with each other, in supporting and rebuilding relationships where harms have occurred and building new relationships that will bring us closer to an improved future state.

We welcome new partnerships, like the ones with the Muslim Resource Centre and the YMCA, so we grow and learn together with children, youth and families. Come along with us, be one of the "Linck's" that connect us to each other.

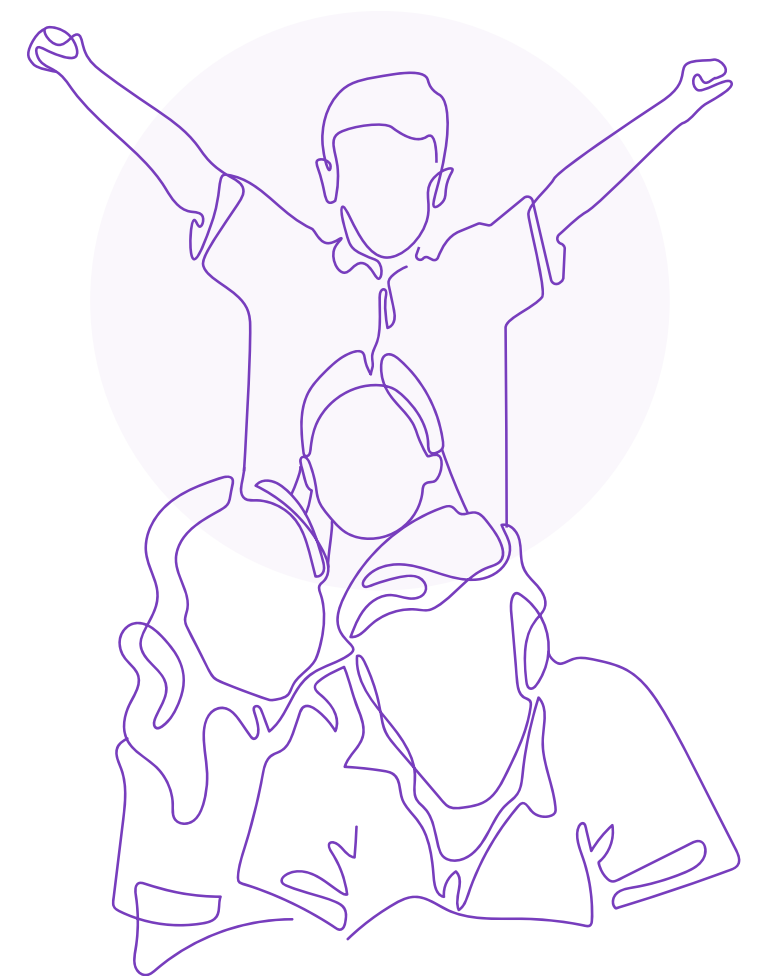
**- We are stronger together**



**Teri Thomas-Vanos**  
Executive Director



**Jennifer Goodal**  
Board Chair



# Service Statistics

## Intake/Family Services

**115** Cases Opened

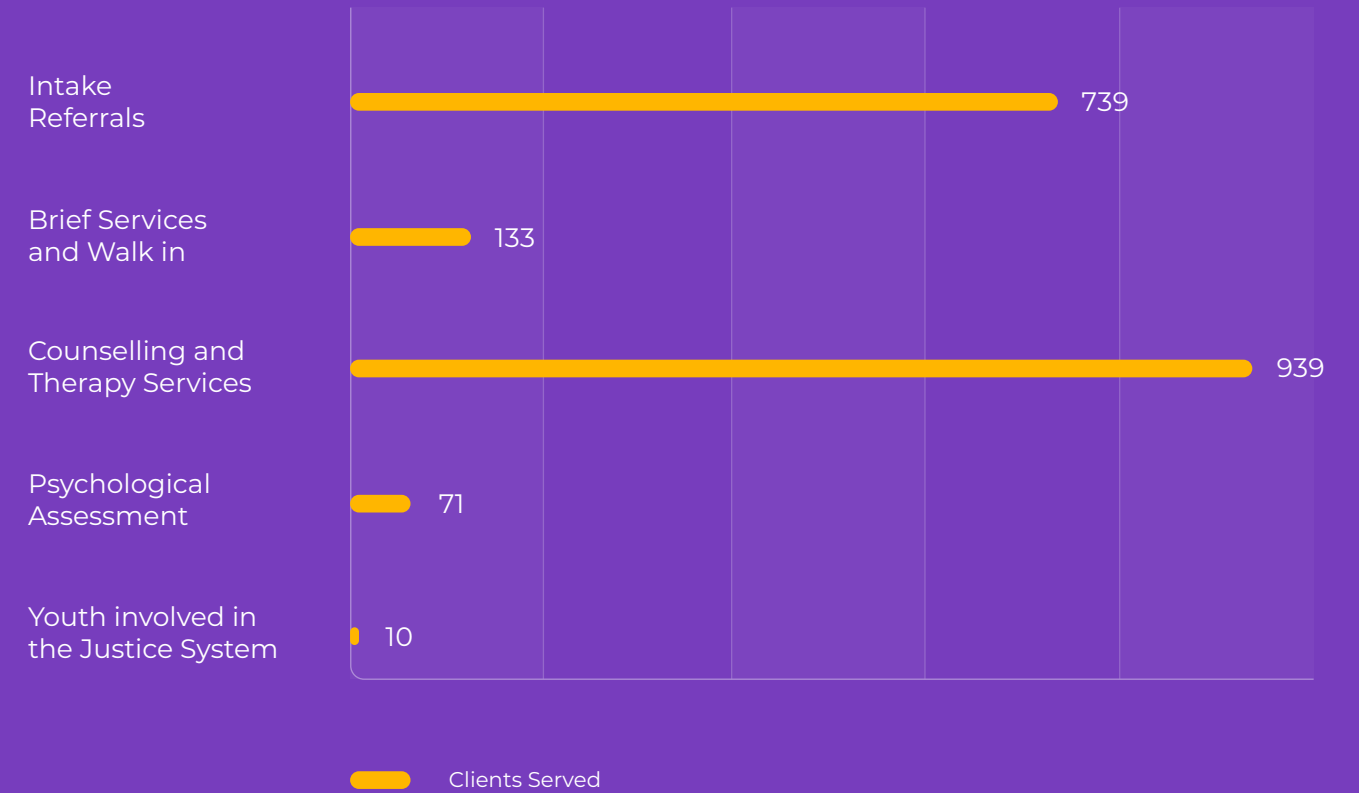
**203** Cases Open at End of Year

**786** Total New Investigations  
+4% from 2020-21

**392** Investigations Not Required

**1960** Total Reports Received  
+11% from 2020-21

## Children's Mental Health

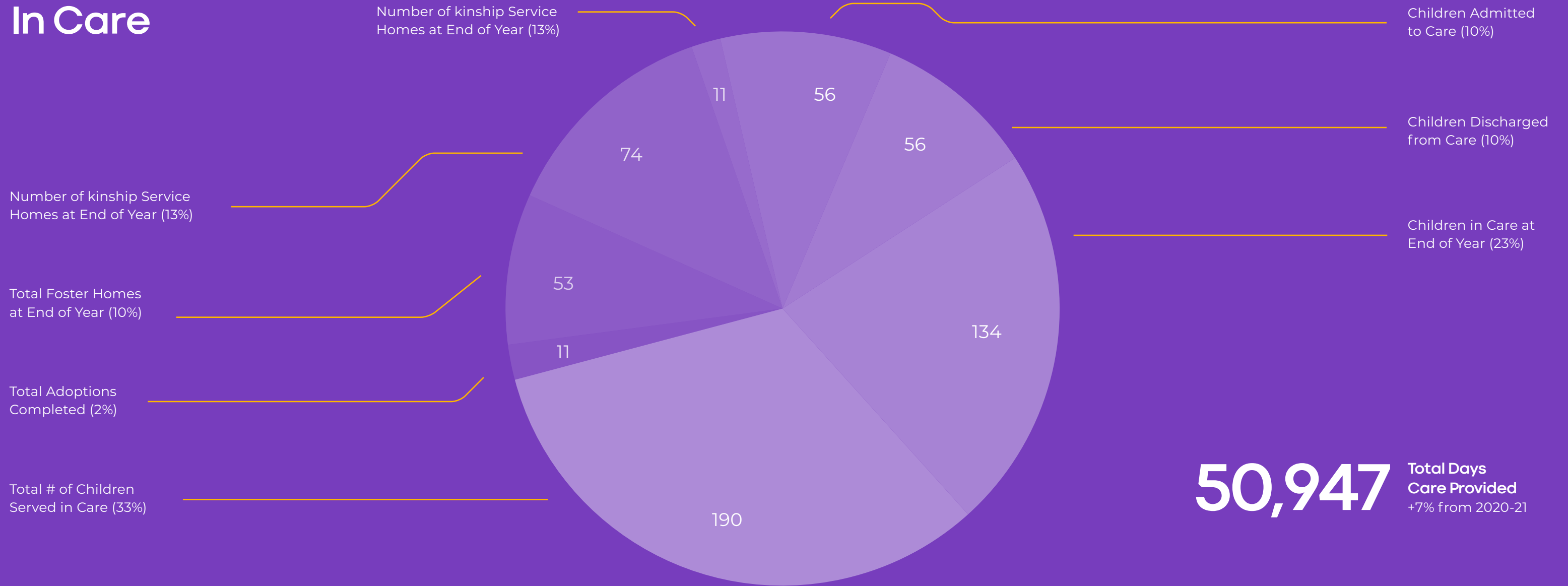


**49** Clients Served  
Childcares and Early Learning Programs

**142** Clients Served  
Infant Development

# Service Statistics

## Children In Care



**50,947** Total Days Care Provided  
+7% from 2020-21

# Strategic Plan

2022-2025



## Over Spring and Summer 2021

We set out to build an ambitious plan for the next three years at the agency to achieve our mission of stronger families for a better future.

During the process of developing the strategic plan, we have engaged with youth, parents, families, volunteers, community partners and our staff to make sure our plans are rooted in the needs of all our stakeholders. We want to thank everyone who shared their voice and helped us to develop this plan.

Our strategic plan is also shaped by the sectors we work in. Transformational change is underway in mental health services as seen in the Roadmap to wellness and in child welfare redesign.

Across all mandates we are being asked to improve quality and sustainability, be innovative in our service design and partnerships, to build on prevention and early intervention approaches, and to focus on lasting wellbeing for all families in our community in an equitable way.

## Building our Strategic Plan

Our values of collaboration, respect, equity, accountability, trust, empowerment of families and support are weaved throughout the plan. Aligned with those plans are clear goals to keep us on track for the next 3 years. We have developed four strategic priorities and two key enablers for the plan.

Throughout our work to build our strategic plan, we have undertaken a rebranding process, considering our name, our logo and who we are.

We received feedback from community members that the name did not encompass all that we do, and all the people we work with.

Thinking about the strategic direction of this plan and the work we aim to do with families to connect them with each other and to the services they need, we announced our new name and brand.



# Looking Back

## Equity & Indigenous Partnerships

The work of our Equity Committee has sharpened its focus. They have created a calendar of team learning activities, with new topics every few months – which has prompted more open, and occasionally difficult conversations around equity, and the inequities experienced by the families we serve.

The equity committee has also reached into the community, hosting a BBQ with CK Pride at the Agency, with plans to do so again this year. Staff undertook a mandatory 2SLGBTQ+ foundations course through Rainbow Health Ontario.

Staff have worked to inform and prepare the Indigenous Wellness room at the agency - a space for smudging, reflection and learning.

- Participation in the June 21st Indigenous Day event at Ska:na Family Learning Centre.
- Provision of the “A Road to Understanding Indigenous Culture” guide to all agency staff as part of broadening a better understanding and strengthening connections.
- Commission of an Indigenous art wall mural.

We have been invited to join in new culturally integrative model of working with Muslim and other collectivist communities. We will be working with the

Chatham Islamic Centre, University of Western, and London’s Muslim Resource Centre to bring this project to life.

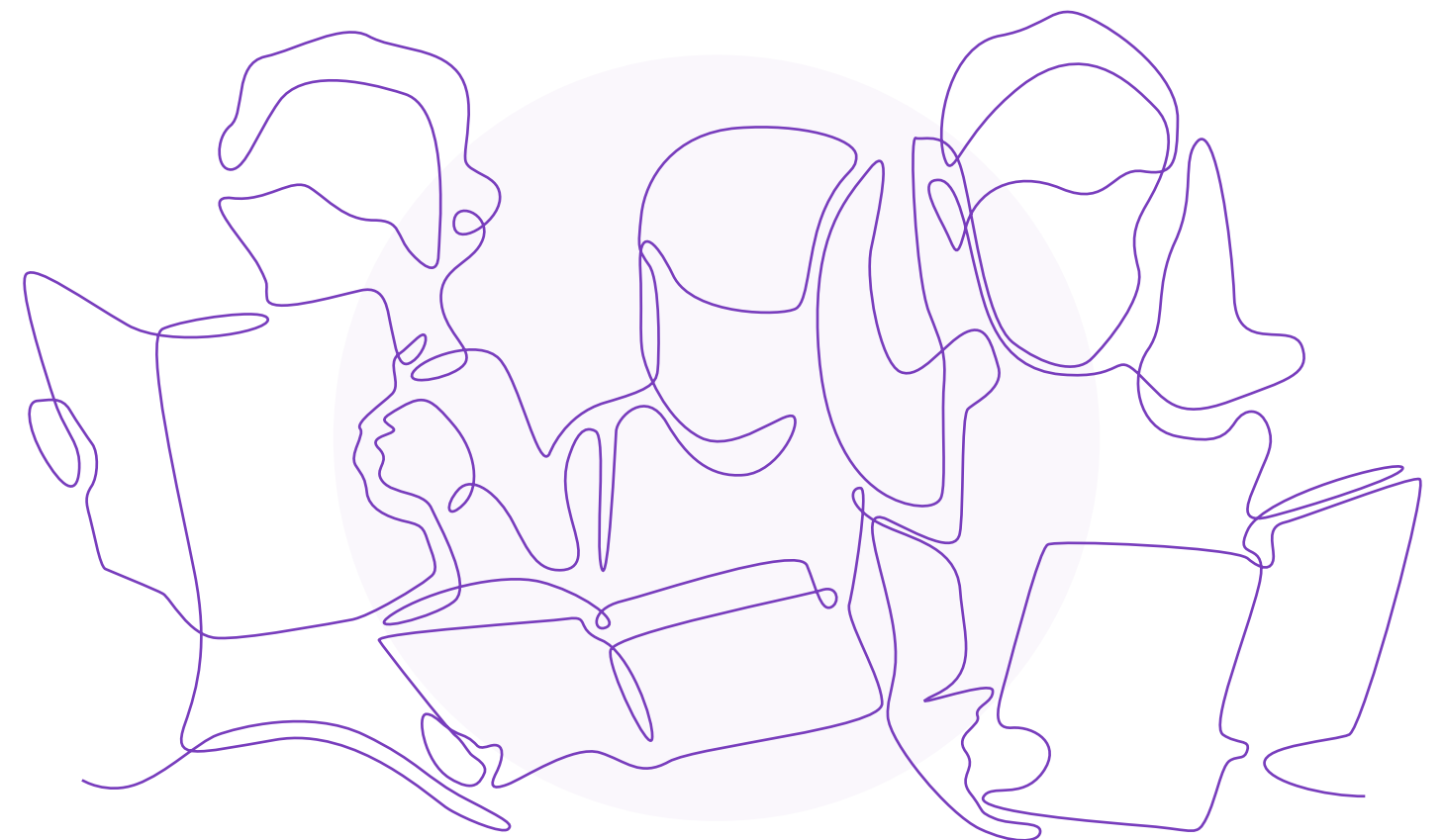
The committee has also worked through a process. Improving our tools to better understand who we’re serving across the community, to ensure that we are an open and welcoming environment for all families.



## New Childcare Facility

Linck Child, Youth and Family Supports and the YMCA of Southwestern Ontario, along with the Municipality of Chatham-Kent are pleased to announce the creation of a new childcare facility for the community of Chatham-Kent.

This exciting project will provide childcare services for up to 50 children and employment opportunities for up to 20 staff. In alignment with the 2022-23 school year, the facility will open for September of 2022.



# Looking Ahead

## Focus will be on

Reflecting the community that we serve; we will undertake a staff census. This will allow us to ensure a workforce that is designed to ensure diversity and inclusion. The Board of Directors will continue to set the expectations for the agency related to Reconciliation and Diversity, Equity and Inclusion efforts

Youth and family voice will inform and guide the design of the services we provide

Children welfare redesign will guide the next steps forward as we co-design a renewed and modernized child protection system. Early help and permanency will be foundational elements

Responding to local need, we will launch a partnership with the YMCA and Municipality to provide onsite child care

Provision of strong support for children with exceptional needs within childcares

Children and families who are dealing with complex needs will have more responsive, local solutions to help in their time of need

Customized program for youth living independently and transitioning to adulthood



# Financial Statements

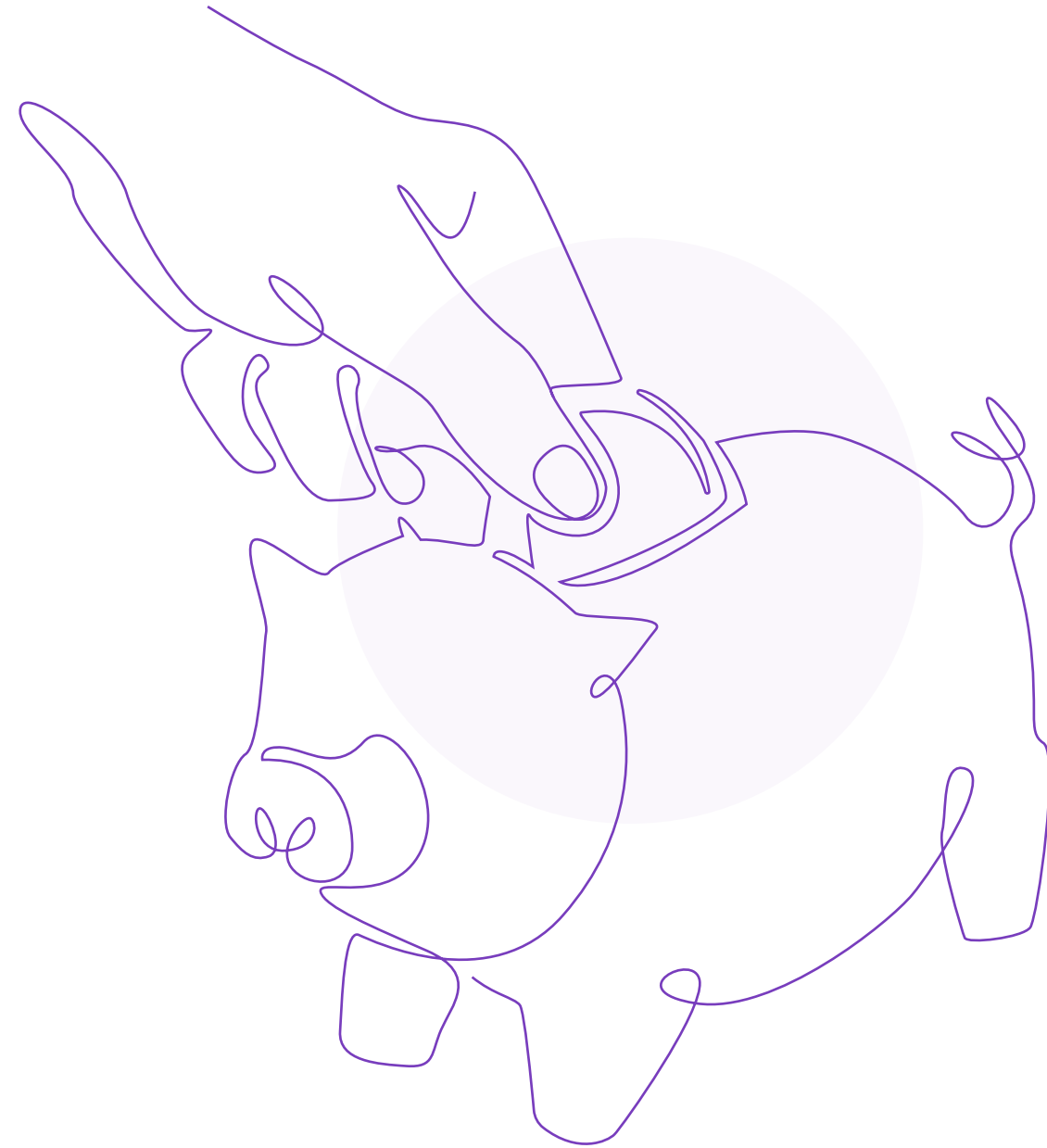
2021-2022

## Revenue

	2021/22	2020/21
Province of Ontario	\$ 23,449,109	\$ 21,461,454
Municipality of Chatham-Kent	2,194,753	2,090,647
Hope Housing	21,750	87,000
Catholic School Board	14,763	18,368
United Way	-	31,161
Chatham-Kent Health Alliance	200,000	200,000
Other	39,647	16,261
Expenditure Recoveries, Rebates, Interest	893,176	864,842
	<b>26,813,196</b>	<b>24,769,784</b>

## Expenses by Program

Child Welfare	19,949,351	17,920,938
SCS-Infant Development and Other; Special Needs Resourcing and Autism Classroom	2,993,883	2,854,411
Child & Family Intervention, Children's Mental Health 0-6 and Youth Criminal Justice Act	3,707,428	3,790,742
Other Programs	162,536	203,693
	<b>26,813,196</b>	<b>24,769,784</b>
Operating Surplus (Deficit) for the year	% 0	% -



# Board & Staff

## Senior Management

- **Teri Thomas-Vanos**  
Executive Director
- **JoDee Anderson**  
Director of Mental Health and Child & Family Wellbeing
- **Pam Glazier**  
Director of Protection Services
- **Shelley Thibert**  
Director of Protection and Developmental Services
- **Angela Makra**  
Director of Early Help and Reconciliation
- **Carol Moore**  
Director of Quality Improvement & Analytics
- **Terry Button**  
Director of Corporate Services
- **Loree Hodgson-Harris**  
Manager of Legal Services
- **Laura Vidler**  
Manager of Finance Services
- **Jeff Thibert**  
Manager of Procurement and IT Services
- **Lisa Reaume**  
Sr. Executive Assistant
- **Michelle DeTurck**  
Executive Assistant

## Board of Directors

- **Jennifer Goodal**  
Chair
- **Kevin Allman**  
Vice Chair
- **Arlene Rintjema**  
Secretary/Treasurer
- **Evan Rogers**  
Director at Large
- **Jennifer Morrow**  
Director
- **Joel Johnson**  
Director
- **Michelle Romses**  
Director
- **Nick Bazylko**  
Director
- **Marianne Willson**  
Director
- **Ahmed Al-Amry**  
Director
- **Olubukola Oludotun**  
Director
- **Mike Domony**  
Director



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