

2022/2023

● Annual
Report

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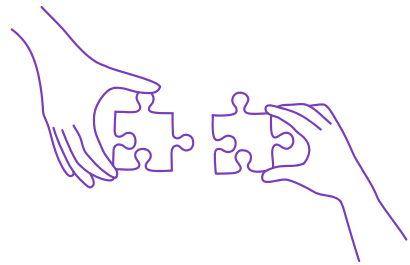
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About Us

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

Challenges and Adversity

As we began to emerge from the COVID-19 pandemic, a second wave impacted the community of Chatham-Kent. This past year, Linck Child, Youth and Family Supports has been called to support children and youth in ways like no other. With a lack of therapeutic treatment options for youth with complex care needs and histories of trauma, the agency has had to secure alternate living accommodations as well as open our doors to shelter and protect the most vulnerable youth in Chatham-Kent.

Over the past year, Linck has been providing direct care to several youth in the community. Our building has been used as a temporary home and our multi-disciplinary team have been called to provide staffing coverage during these times of crisis. This has meant filling around-the-clock shifts in addition to their regular work. It has been exhausting and stressful. We want better for all kids across Ontario. Continuous advocacy efforts have strengthened the cross-sector collaboration

between child and youth mental health and child welfare to increase responsiveness to youth with complex needs. We stand with families in their efforts to have safe, responsive care for their child.

Linck staff across all mandates continue to show up and deliver supports that are child and youth focused and responsive to the urgency of presenting needs. This care continues to align with our four strategic goals.

Our Continued Commitment

In November, the doors to the Linck/ YMCA Childcare opened. This community collaboration included the Municipality, YMCA and Linck to increase the accessibility and professional childcare support to the community of Chatham-Kent.

Our Developmental Services team (Early Developmental Support workers or

EDSWs) grew exponentially in response to special needs resourcing requests from municipal childcare centers. The department's commitment to inclusion, collaboration, and diverse abilities is stronger than ever!

All Child and Family Consultants began a journey of discovery about the Early Childhood Coaching philosophy. Through 2023/24 we will continue to learn and partner with all our clients through a coaching lens.

Everything that Linck does, the big and the small, happens because of the committed and compassionate staff that show up every day to serve the children, youth and families of Chatham-Kent. We compel ourselves to ask - how does what I do make things better for children and youth. Through the challenges, the Linck team does not waver in the commitment to excellent service and improved outcomes for kids and families. It is because of the commitment of the

collective Linck team that we can show up every day to provide support. When one of us struggles, there is someone else alongside to pick up and continue the journey.

This is our strength as a multi-service, interdisciplinary team. Our Mission- Strong connections for a better future, grounds us in our work and our continued commitment to serve and improve outcomes for children, youth and families in the community of Chatham-Kent.



Teri Thomas-Vanos
Executive Director



Jennifer Morrow
Board Chair

Service Statistics

Intake/Family Services

110 Cases Opened

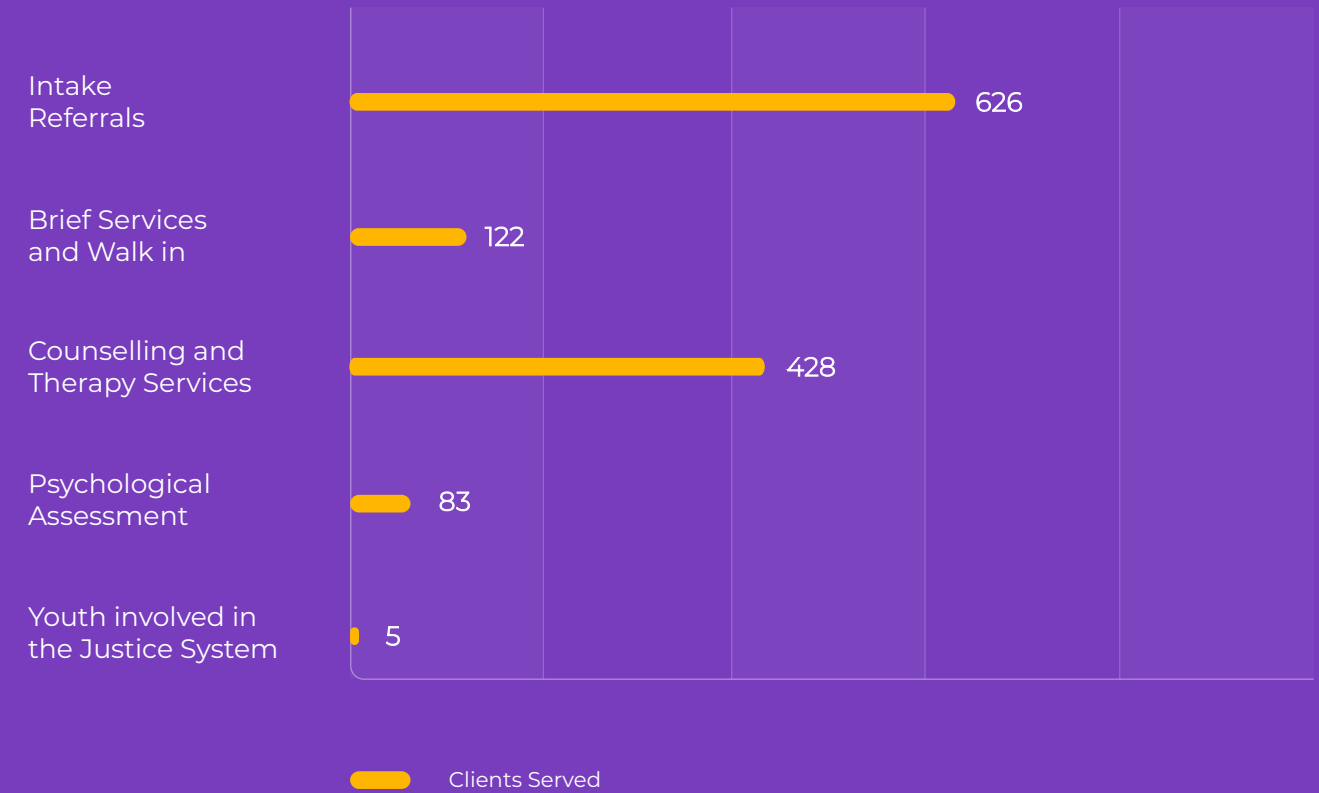
221 Cases Open at End of Year

627 Total New Investigations
-20% from 2022-23

287 Investigations Not Required

1793 Total Reports Received
-9% from 2022-23

Children's Mental Health



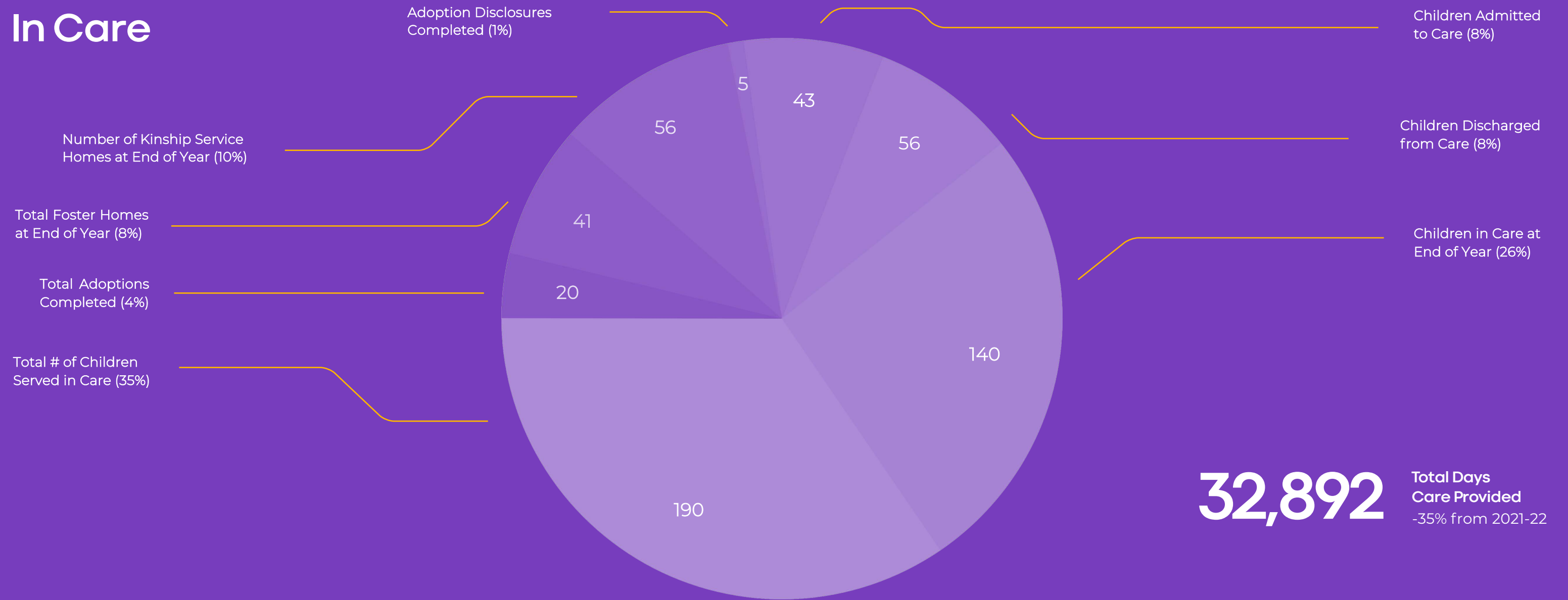
45 Clients Served
Childcares and Early Learning Programs

29 Clients Served
Infant Development

Service Statistics

About us

Children In Care



Strategic Plan

2022-2025

Over Spring and Summer 2022

In 2021, we set out to build an ambitious plan spanning the next three years to further our mission of creating stronger families for a better future. The strategic plan we've been operating with was developed through engagement 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 again thank everyone who shared their voice and helped us to develop this plan.

Throughout 2022-2023 Linck has enacted initiatives directly aimed towards fulfilling the strategic plan.

Timely Access to the Right Supports



Linck is a Learning Organization



Reconciliation, Diversity, & Inclusion



Linck in the Community



Timely Access to the Right Support

- Emergency shelter onsite has been the most pressing challenge to ensure the basic needs of youth in the community are being met
- Medavie funding to address waitlist pressures by increased staffing
- One Stop Talk/Parlons Maintenant launched- virtual platform to connect with a therapist across Ontario

Linck as a Learning Organization

- Growing and evolving from our practices to increase responsiveness of care
- Q&A format to respond to organizational changes
- Let's Linck as a townhall forum to increase communication
- Another successful accreditation award through Canadian Centre for Accreditation

Linck in the Community

- Increased community engagement
- Internal staff Open House
- Ontario Health Team Affiliate membership

Reconciliation, Diversity and Inclusion

- File review meetings for shared support to Indigenous families
- Point-In-Time Equity audit
- Collaborative partnership with the Muslim community of CK
- French Language Services workplan
- Equity logic model
- Increase in family-based care
- Strengthened commitment to customary care
- Continuous effort towards greater understanding and improved service delivery

Looking Back

One Stop Talk Partnership

The years of isolation due to the pandemic have magnified the long-standing mental health crisis in Canada. More than ever, children and youth are facing increasingly difficult mental health challenges, yet finding needed mental health supports is a challenge itself. One of the largest barriers to children and youth seeking out mental health services is accessibility; accessing mental health services can be both cost prohibitive and services can be difficult to navigate.

As part of our commitment to timely access to the right supports for our community, Linck has partnered with

One Stop Talk/Strides Toronto on the launch of Parlons maintenant.

One Stop Talk is an online service which provides free and immediate access to single session mental health services to children and youth within 18 years of age – connecting children and youth to a team of certified therapists who provide culturally-sensitive and caring support.

One Stop Talk/Parlons maintenant became available to Linck clients on March 6th of 2023 before becoming available Ontario-wide on May 1st to coincide with the first day of the Canadian Mental Health Association's Mental Health Week.



Through partnerships with organizations like Linck, One Stop Talk/Parlons maintenant will deliver a consistent, accessible approach to services and empower children and youth to seek out the mental health support they need.

YMCA-Linck Childcare

In September of last year, Linck Child, Youth and Family Supports and the YMCA of Southwestern Ontario, along with the Municipality of Chatham-Kent opened the doors of a new childcare facility for the

community of Chatham-Kent. The YMCA-Linck Childcare Facility currently provides childcare services for up to 50 children and provides employment opportunities for up to 20 staff.



Looking Ahead

Our Focus will be on

Committing to a workplace which reflects our community; we've begun a staff census this June. The survey will help us to build and maintain a staff body which is both diverse and inclusive

Improving our continuum of support. Launched April 1st, 2023 by the Ontario government, the Ready, Set, Go program will be extending supports for youth aging out of care and connecting them to the necessary resources to succeed beyond the child welfare system

Advocating locally, regionally and

provincially for improved collaboration to better respond to the needs of children and youth in Ontario.

Engage and plan with partners at the local level to ensure the children, youth and families if Chatham-Kent timely access to the services they need close to home

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

Continuing our work with children, youth and families to build strong, community-minded and culturally sensitive networks of support to ensure the safety and wellbeing of children and youth in Chatham-Kent.



Financial Statements

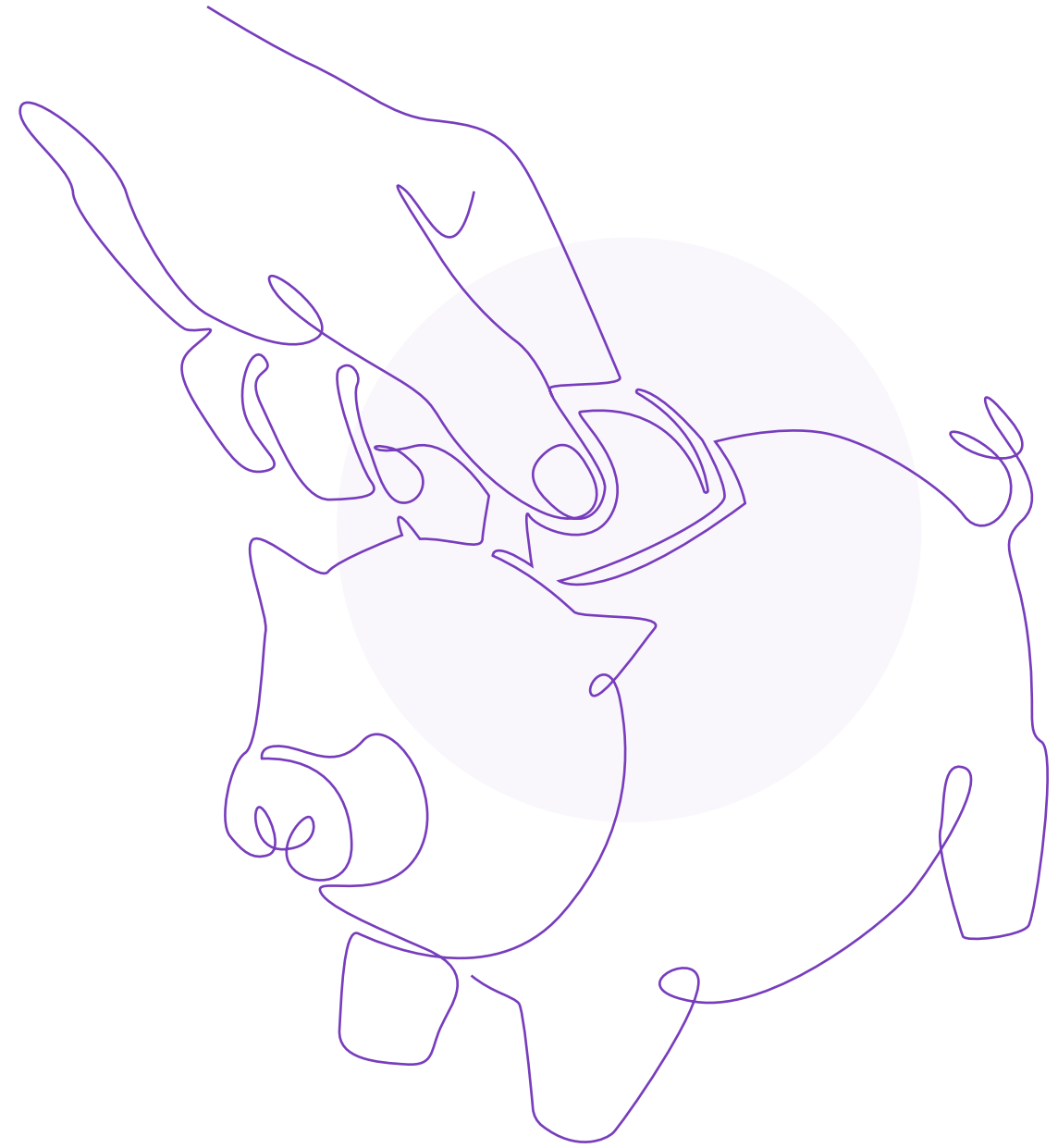
2022-2023

Revenue

	2022/23	2021/22
Province of Ontario	\$ 22,297,023	\$ 23,449,109
Municipality of Chatham-Kent	2,463,301	2,194,753
Hope Housing	-	21,750
Catholic School Board	4,000	14,763
Chatham-Kent Health Alliance	200,000	200,000
Other	88,482	39,647
Expenditure Recoveries, Rebates, Interest	1,360,562	893,176
	26,413,368	26,813,198

Expenses by Program

Child Welfare	19,368,537	19,949,351
SCS-Infant Development and Other; Special Needs Resourcing and Autism Classroom	3,239,991	2,993,883
Child & Family Intervention, Children's Mental Health 0-6 and Youth Criminal Justice Act	3,723,511	3,707,428
Other Programs	81,330	162,536
	26,413,368	26,813,198
Operating Surplus (Deficit) for the year	% 0	% -



Board & Staff

Senior Management

- **Teri Thomas-Vanos**
Executive Director
- **JoDee Anderson**
Director of Protection and Mental Health Services
- **Pam Glazier**
Director of Protection Services
- **Shelley Thibert**
Director of Protection and Developmental Services
- **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 Morrow**
Chair
- **Jennifer Goodal**
Past Chair
- **Evan Rogers**
Vice Chair
- **Arlene Rintjema**
Secretary/Treasurer
- **Joel Johnson**
Director at Large
- **Nick Bazytko**
Director
- **Marianne Willson**
Director
- **Ahmed Al-Amry**
Director
- **Mike Donomy**
Director
- **Chris Porter**
Director



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