

2022-23

ANNUAL REPORT

USHERING IN A NEW ERA OF MENTAL HEALTH SUPPORT



artwork by:
Sophie Dutrisac

OUR PURPOSE

Work together to create paths
with children, youth and families
to reach their full potential.

Lead Agency for Child and Youth Mental
Health Services in the Districts of Sudbury
and Manitoulin.

COMMUNITY PARTNERS

Atikameksheng Anishawbek
 Cambrian College
 Better Beginnings Better Futures
 Canadian Mental Health Association – Sudbury/Manitoulin
 Centre for Addictions and Mental Health
 Centre de santé communautaire
 Child and Community Resources
 Children's Aid Society of the Districts of Sudbury and Manitoulin
 Children's Community Network
 City of Greater Sudbury
 City of Lakes Family Health Team
 Collège Boréal
 Conseil scolaire catholique du Nouvel-Ontario
 Conseil scolaire public du Grand Nord de l'Ontario
 Dr. Michel A.S. Larivière, C.Psych. and Associates
 Dr. Paul M. Valliant
 Espanola Regional Hospital and Health Centre
 Fierté Sudbury Pride
 Future North
 Greater Sudbury Police Service
 Health Sciences North
 Huron Superior Catholic District School Board
 Kina Gbezhgomi Child and Family Services
 Laurentian University
 Manitoulin Health Centre
 Manitoulin-Sudbury District Services Board
 Ministry of Children, Community and Social Services
 Ministry of Health
 N'Swakamok Native Friendship Centre
 NEO Kids
 Nogdawindamin Family Community Services
 Noojmowin Teg Health Centre
 Ontario Health North
 Partners Network for Sudbury Families (City of Greater Sudbury)
 Primary Care Providers
 Public Health Sudbury & Districts
 Rainbow District School Board
 Services de santé de Chapleau Health Services
 Shkagamik-Kwe Health Centre
 Sudbury Action Centre for Youth
 Sudbury Area Victim Services
 Sudbury Catholic District School Board
 Sudbury District Nurse Practitioner Clinics
 Specialty Medical Providers
 TGIInnerselves
 YMCA of Northeastern Ontario
 Univi Health Centre

BOARD OF DIRECTORS

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 Patrick Lafontaine, Vice-President
 James Michaud, Treasurer
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 Vincent Bolt, Director
 Tanya Shute, Director
 Michel Racine, Director
 Carrie Brunet Duncan, Director
 Mark Fraser, Executive Director (Ex-officio)
 Monique Levesque, Executive Assistant and Board Liaison (Ex-officio)

LOCATIONS

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15 Manitowaning Road
 Little Current, ON P0P 1K0 | [705.368.2002](tel:705.368.2002)

TOLL FREE: 1.800.815.7126

COMPASSNE.CA

78%

of youth had less behavioural or mental health concerns after their family participated in Caregiver Skills Building

MESSAGE FROM THE BOARD PRESIDENT AND THE EXECUTIVE DIRECTOR

“ If the past year and current state of Compass could be summarized into one sentence, it would be: Ushering in a new era of mental health support.

A new era. So much happened this past year. Compass received funding to launch a Youth Wellness Hub in Sudbury. We have been an integral partner to help ensure One Stop Talk can be offered effectively to youth across our communities. We have further bolstered our internal training and leadership development. Our culture and organizational wellness are the best they have ever been. And this is all while continuing to provide high-quality support to children, youth, and families. It is such an exciting time for Compass, our communities, and the entire Northeastern-Ontario mental health sector.

Our successes, continued growth, and community impact have not come without overcoming challenges. Everything we have accomplished has only been possible through the care, hard work, and brilliance of our staff, Board of Directors, and community partners.

As a service provider, partner, and sector advocate, we are proud of how far we have come as an organization, and of the positive impact we are having across our communities together. We are excited and grateful to continue our work together to create a better future for the children, youth, and families we serve.

Thank you for being part of this journey. ”



Iva McNair
Board President



Mark Fraser
Executive Director

Youth Wellness Hub

Youth Wellness Hubs Ontario (YWHO) is a network of integrated youth service hubs across Ontario that are “one stop shops” for mental health, primary care, and social services that focus on bringing the right services to youth between the ages of 12 to 25 at the right time. On behalf of the Sudbury community, Compass received funding this year to launch a Youth Wellness Hub in our community.

Over the past year, Compass has engaged over 100 youth as well as social and health service providers including Public Health Sudbury & Districts, Canadian Mental Health Association Sudbury/Manitoulin, Sudbury District Nurse Practitioners Clinic, YMCA Northeastern Ontario, Future North, and others to develop the Hub set to launch June 27, 2023.

Sudbury’s Youth Wellness Hub is located in the Centre for Life at 140 Durham Street and offers youth in our community a safe place to connect with peers, while providing easy access to Mental Health Clinicians, Nurse Practitioners, Peer Support Workers, and other social service providers. We look forward to seeing you there!




**youth
wellness
hubs**
 ONTARIO


**carrefours
bien-être
pour les jeunes**
 DE L'ONTARIO

93%

of youth achieved some or all of their goals in the Brief Counselling Program

85%

of youth achieved some or all of their goals in the Counselling & Therapy Program

Youth Engagement

Compass successfully created a Youth Advisory Council (YAC). The council comprises 12 diverse youth passionate about helping others and ensuring that youth in our community can access the support and resources needed to thrive. In their short tenure, the YAC have already provided invaluable input to developing the Sudbury Youth Wellness Hub.

MEET THE YAC



Left to right: Asma Bilgasem, Kevin Morales, Halley Baker, Olamide Fadahunsi, Sophie Delorme, Esther Sanni, Alex Hann

Missing: Harshvi Patel, Brandon Martel, Alexane Gosselin, Tyanne Ewig-Bui, Kate Fadahunsi

Meet our Youth Ambassadors!



My name is Halley Baker, and I am finishing my third year of Equity, Diversity and Human Rights at Laurentian University. I am Indigenous from the Anishnabek Nation of Temegami First Nations. Being a Youth Ambassador is something I am very proud of. To be able to promote youth services and cultivate a space that is beneficial for the growth of our community is highly important. I love advocating for the future of our youth to ensure equal access and access without barriers to services that will better them and our community. I look forward to the work we will do at the hub and am beyond grateful to have this experience.



My name is Asma Bilgasem, and I'm a Libyan-Canadian studying Biomedical Biology at Laurentian University. Being a Youth Ambassador has allowed me to support and embrace youth in my community in ways not always available for me growing up in Sudbury. It has been an incredibly enriching experience to foster a sense of community for youth in my community, all while developing my professional skills.

One Stop Talk

One Stop Talk is a new province-wide virtual/phone single-session counselling service that, over the last several months—has been launched and is gradually growing across Ontario. The vision is that youth will be able to access qualified mental health Clinicians at any time, from anywhere, and can either receive the support they need right away, or be referred to a service provider in their home locality. Since its launch in November 2022, approximately 200 clinical sessions were provided to youth. Compass has been—and remains an important partner in supporting the growth of One Stop Talk, especially throughout the vast and underserved geography of Northeastern Ontario. This includes building program awareness, promotion through social media channels, and providing clinical staff resources to directly assist youth accessing One Stop Talk. Moving forward, Compass will continue to support One Stop Talk's growth and presence across Ontario, especially Northeastern Ontario, to help ensure One Stop Talk is established with as much speed and quality as possible in order to best serve youth across the province.

85%

of caregivers improved their parenting self-efficacy after participating in the SNAP Program

Provincial Training Initiative & Clinical Learning

Over the last year, the Compass' Office of System Performance has been measuring the success of training and its impact on client service delivery. Using this data, we are able to inform our training plans going forward, celebrate where we are doing well, and continue supporting staff in particular areas where we can further grow to meet client needs. In addition, as clinical supervision is critical to ensuring quality services and the successful onboarding of new staff, we have been investing heavily into ensuring quality clinical supervision.

With the upcoming launch of the Youth Wellness Hub in Sudbury and the increase of substance use in our clientele, we are introducing new training that will better support our children, youth, and our community. All Child and Youth Mental Health Lead Agencies are collaborating on the Provincial Training Initiative that is due to roll out in late Fall 2023 - early Winter 2024, and Compass will specialize in Attachment Regulation Competency to support our complex trauma service delivery, as well as Circle of Security which is driven by years of attachment research. The aim of implementing these new modalities is to support earlier intervention through more intensive means to better support our children and youth outcomes.

ASD and Mental Health
Solution-Focused Brief Therapy
Cognitive Behavioural Therapy

Trauma 101

2SLGBTQIA+

Verbal and Standard Crisis Prevention
Motivational Interviewing
SNAP ASIST

98%

of Compass staff rated internal training received as supportive to their role at Compass

Organizational Wellness



Wellness

Compass' Wellness Team held numerous activities in the last year to support staff wellbeing and connection including a walking challenge where staff collectively walked the distance equivalent from Sudbury to Canada's most eastern point, Compass Connections where staff took the time to share stories and learn about one another, and multiple ongoing clubs including Gardening, Photography, and Book Clubs. The Wellness Team looks forward to continuing with activities that maintain organizational wellness, as well as supporting employee recognition activities.



Leadership

As leadership is perhaps the most important variable to the success of an organization, we are heavily invested in growing our leaders. Over the past year, the Leadership Team continued to grow their abilities under the LEADS in a Caring Environment framework. The team completed learning modules in several areas including accountability, change management, and Sanctuary. Leadership at Compass provides formal and informal leaders the opportunity to learn new skills and practice them within a safe space with their peers to ensure they are equipped to support their teams and the organization.



Culture

The Culture Implementation Team was created to implement the Caring-Learning-Purpose culture throughout Compass, and has developed a work plan and terms of reference to guide future actions. The Culture Implementation Team is currently working to rollout the LEADS framework across the organization and review key policies and procedures with the Caring-Learning-Purpose lens.



Sanctuary

The Sanctuary Model is a blueprint for clinical and organizational change which—at its core—promotes safety and recovery from adversity through the creation of a trauma-informed community. Over the past year, Compass' Sanctuary Core Team has continued to rollout Sanctuary across the organization through debriefing sessions for new staff, Self Care and Safety Plan workshops, Leadership development sessions, and through supporting the application of the "SELF-it" tool with small groups. With the theoretical and psychoeducational components of Pillars 1, 2, and 3 completed, the Sanctuary Core Team's next focus will be on the practical and daily application of the Sanctuary tools, which will help to grow Compass' trauma-informed approach and continue to build our desired culture of Caring, Learning, and Purpose.

In 2022/2023:

67 children and youth were served in the Supervised Access Program

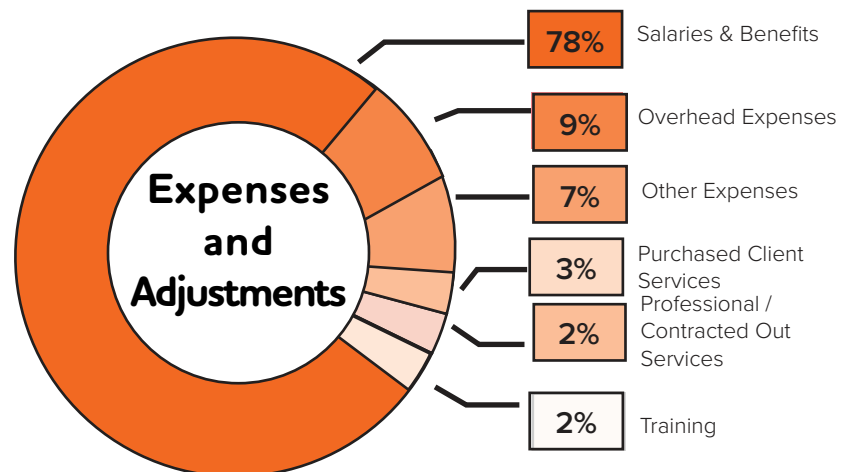
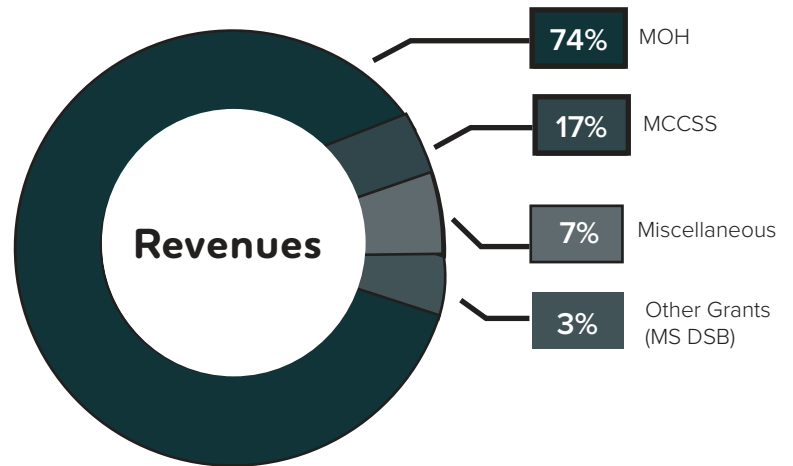
15 forensic psychological assessments were completed

127 children and youth were assessed or re-assessed for developmental delays

2022/23 FINANCIAL SUMMARY

This financial summary has been extracted from Compass' 2022/23 audited financial statements.

Revenues	10,602,976
Expenses and Adjustments	10,588,184
Excess of Revenue over Expenses	14,792
Services by revenue stream	
Ministry of Health (MOH)	
Child & Youth Mental Health (CYMH)	
Lead Agency	
Ministry of Children, Community and Social Services (MCCSS)	
Developmental Services	
Stop Now And Plan (SNAP)	
Psychological Assessments	
Intensive Supervision & Support Program (ISSP)	
Community Capacity Building (Family Intervention & Support)	
Supervised Access Program (SAP)	
Other grants - Manitoulin-Sudbury District Services Board (MS DSB)	
Resource Program	



As a charity operating in the non-profit sector, Compass relies on grants and donations to continue providing quality care. Here are some of the many people and organizations who believe in us, the work we do, and the impact we have:

- Centre for Addiction and Mental Health (CAMH)
- Northern Ontario Heritage Fund Corporation (NOHFC)
- Canada-Ontario Job Grant
- Knowledge Institute Grant
- Club Richelieu
- Club Richelieu Feminin de Sudbury
- Confederation Secondary School - Class of 2022
- And many more



We appreciate you all so much. On behalf of Compass, and the children, youth, and families we serve: thank you.