



**2022-
2023**

**ANNUAL
REPORT**

<https://fspeel.org>



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Message from our Leaders

Dear Board Members, Staff, and Community Partners,

I am pleased to present our Annual Report for the fiscal year ending March 2023. At the heart of our organization's mission lies a commitment to creating a positive and lasting difference in the lives of those we serve. Together, we have made great strides in transforming lives, building families, and a stronger Peel community.

Over the past year, we have witnessed growth and progress across all aspects of our organization, including new builds. Our programs have reached new heights, empowering individuals and communities to thrive and succeed. We expanded our reach and increased our impact, thanks to the collective efforts of our talented and passionate team. We forged strategic partnerships with like-minded organizations, leveraging collective resources, enabling us to maximize our impact. With our Diversity and Anti-Black Racism Committee, we have been actively working to foster a culture of inclusivity, where diversity is celebrated and every voice is heard.

As we reflect on our accomplishments, we are also mindful of the challenges that lie ahead. The ever-changing landscape demands that we adapt, innovate and remain agile in our approach. We will continue to explore new strategies, leverage technology, and seek collaborations to maximize our effectiveness and better serve our community. Moreover, we are compelled to envision a future where we are not just reactive but proactive, addressing the root causes of societal issues. By focusing on prevention, early intervention, and systemic change, we can create a sustainable impact that transcends generations.

As we embark on this journey together, consider how you can contribute to the impact we seek to achieve. Your individual efforts, when combined with the power of collaboration, can create a ripple effect that extends far beyond what any of us could accomplish alone. Let us continue to push the boundaries of what is possible, to challenge the status quo, and to explore new avenues for collaboration. Together, we can be catalysts for change, champions of social justice, and beacons of hope for those in need. Our collective impact has the potential to reshape lives and uplift communities.

In closing, I would like to express my heartfelt appreciation to each member of our organization — the Board, staff, volunteers, and supporters — for your unwavering dedication, passion, and your commitment to our shared vision. I am incredibly proud to be part of this extraordinary team. It is through our collective commitment that we can truly make a difference and transform lives. Thank you for your continued trust and support. I am excited about the journey ahead and confident that together, we will achieve even greater milestones.

Together, we will continue to create a positive and lasting impact, one life at a time.

With gratitude,

A handwritten signature in black ink, appearing to read 'Sandra'.

Sandra Rupnarain
Executive Director

A handwritten signature in black ink, appearing to read 'Katie Fong'.

Katie Fong
Board President

About Family Services of Peel

Family Services of Peel (FSP) was established in 1971 as a not-for-profit organization, committed to providing family and community support services for Peel's residents from an inclusion, diversity, and access framework. As a multi-service agency, FSP provides professional counselling, educational programs, employment support services, support for people with developmental disabilities and their families, and support for victims of violence and abuse.

Sensitive to cultural and social diversity, FSP is a community-based agency that works to strengthen individuals and families through guidance, coaching, mentoring, education, and support, whether in groups, family meetings, or one-on-one sessions. FSP strongly focuses on violence prevention, including Support Services for Male Survivors of Sexual Abuse, Abuse Prevention Programs for children, women, men, the LGBTQ community, seniors, and families. The Partner Assault Response program addresses individuals who have engaged in abusive behaviour. The Men's Program provides services to men who have experienced violence. As one of the four LEAD agencies in Ontario, FSP was selected through a proposal submission process and is managing, delivering training and overseeing the delivery of services in the Central West Region. FSP was selected as one of the Employment Ontario service providers in the transformed system for employment services.

To ensure the highest standards of care for our clients and community, we have experienced, qualified, and skilled professionals who work from a person-centered anti-oppression, anti-racism framework. In 2010, FSP launched Peel Institute on Violence Prevention (now renamed as the Peel Institute for Research and Training), the research arm of FSP. It is a collaborative initiative and operates from a data-driven, evidence-informed, impact evaluation model. FSP has a successful history of service, program and research collaboration with over 49 partnerships, including the University of Toronto, York University and Ryerson University.

As the "front door" to the agency, the Intake Department offers callers an immediate and supportive intake process for programs at Family Services of Peel that are best suited to them. In addition, callers can obtain information on all our programs and referrals to other services and agencies. The Intake phone number is 905-453-5775.

Family Services of Peel is a registered charitable organization (Business/Registration Number 10737 6279 RR0001). We gladly accept donations, which can be placed online at CanadaHelps.org. For donations of cash, cheques, or money orders, please get in touch with us via phone (905-270-2250) or e-mail (fsp@fsp Peel.org). All donations are tax-deductible. Tax receipts will be issued.



MISSION

Through leadership, research, collaboration and innovation, we support families and individuals in Peel to transform their lives.



VISION

Transforming lives in Peel



VALUES

Responsiveness
Excellence, Leadership, Innovation
Service Accessibility and Inclusion
Partnership and Collaboration
Engaging Community
Client Driven
Transparency

Strategic Directions

Responsiveness to the Community

- Pro-actively respond to the needs of our community
- Continue to identify client needs
- Develop, implement and adapt programs to meet client needs
- Review and assess opportunities to expand/enhance services
- Review and assess opportunities to improve client access to services
- Increase the Agency's use of technology for effectiveness and efficiency
- Monitor performance, evaluate, do Continuous Quality Improvement (CQI)
 - Examine outcomes, efficiency, appropriateness of delivery models
 - Evaluate and develop communications approach



Leadership, Collaboration, Advocacy

- Provide leadership, direction, coordination and expertise in program delivery
- Maintain or enhance continuity of services through referral and proactive collaboration – help build the service continuum
- Continue to seek and promote partnership programs and further collaboration
- Continue to advocate on behalf of clients' needs
- Include performance measures into the Agency's Balanced Scorecard



Accountability

- Develop and implement decision-making framework related to opportunities
- Implement risk management plan/reporting tools
- Implement a plan for continuous improvement process for all programs and initiatives
- Plan for fiscal stability, including reserve funds
- Explore potential areas for revenue generation
- Meet expectations of our funders



Organizational Health

- Maintain continued goodwill with staff members
- Establish mechanisms to enable staff to maximize/realize their potential
- Continuous training and development for all staff
- Internal collaboration of inter-agency capabilities and talents
- Implement decision-making framework to address opportunities
- Continue to develop partnerships with other community agencies
- Include Organizational Health performance attributes into Balanced Scorecard



Board of Directors

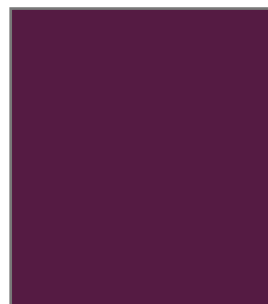
KATIE FONG (President)



Katie Fong joined the Board of Family Services of Peel in October 2019. Katie currently holds a position as a Senior Program Manager at University Health Network and Altum Health. With over 15 years of experience in this field working on complex digital and clinical programs at the regional and provincial level, she is focused on driving health system changes that improve patient, caregiver and clinician experience, as well as health outcomes. Katie holds a Bachelor of Sciences degree in Biochemistry (biotechnology specialization) from the University of Waterloo, along with a Masters in Health Administration degree from the University of Toronto. She is certified in the areas of Project Management, Change Management, Black Belt Lean Six Sigma, and is part of the Canadian College of Health Leaders. Having grown up in Mississauga, Katie is passionate about giving back to the community and hopes to bring her thought-leadership to help break down barriers and support those in need.

MUSTAFA ALAUSAJE (Vice President)

Mustafa AlAusaje joined the Board of Family Services of Peel in January 2021. He holds a Bachelor of Computer Science and a Master of Science in International Business Management with Marketing at Heriot-Watt University, UK. He is also a certified Project Management Professional and holds a certification of IoT from MIT. He is currently the Communications Director for Network and Technology at TELUS, where he leads the team responsible for developing and executing integrated communications strategies for technology, innovation, and wireless network connectivity. Mustafa brings more than 15 years of diverse experience in marketing communications, digital transformation, operations, and customer service, previously holding senior roles at the Greater Toronto Airports Authority, Airbus, Four Communications Group, as well as the foreign and commonwealth office and the UN. A father of two girls, Mustafa is an advocate for girls in STEM and a supporter of diversity and inclusiveness, often reflecting that within his teams.



JOHN PELLEGGODA (Secretary/Treasurer)



John Pellegoda joined the Board of Family Services of Peel in April 2022. John holds a CPA, CA designation and began his career in the finance and investments industry, before pivoting to public accounting, where he worked in the audit and restructuring practices. After earning his designation, he returned to industry and joined a publicly listed power and utilities firm, where he built and managed the treasury team across multiple cross-border financings. In 2018, he joined the Greater Toronto Airports Authority, the operator of Toronto Pearson International Airport, as Treasurer, where he leads airport-wide financings, financial planning, and capital planning. Spending much of his youth and adult life in the Region of Peel, John is a strong believer in making a positive impact to the community through leadership and service.

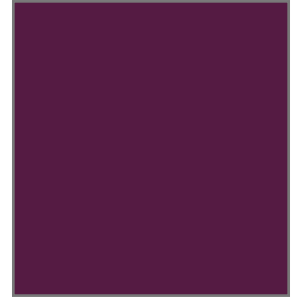
HANNAH KAZMAN

Hannah Kazman joined the Board of Family Services of Peel in January 2018. Hannah is a family law lawyer practicing with Simmons da Silva LLP in Brampton. Her practice is focused on assisting clients in all areas of family law, including divorce, property division, custody and access, child support and spousal support. Hannah received a B.A., with a major in Psychology from the University of Victoria and a Juris Doctor degree from the University of Saskatchewan. She was called to the bar in Saskatchewan in 2014 and to the Ontario bar in 2016. Hannah enjoys being able to give back to the community through volunteering.



KIRAT KLAIR

Kirat Klair joined the Board of Family Services of Peel in November 2017. Kirat is an experienced healthcare leader with expertise in health informatics, patient advocacy, clinical research, health information systems, and health quality management. She currently works as the Manager of Operations for the Physician Health Program. Kirat holds a M.D., Master of Health Informatics, and an Honours Bachelor of Life Sciences, and is passionate about improving health outcomes and clinical processes through the use of health information and technology.



MUNEEB RUHI

Muneeb Ruhi joined the Board of Family Services of Peel in November 2022. Muneeb is a highly accomplished executive leader with extensive experience defining enterprise innovations and leading business transformation programs to deliver and unlock business value. With over 20 years experience leading various cross functional teams in retail, technology, investment banking, post-secondary education, and healthcare sectors, he has held multiple roles in operations, commercial services, end user technologies, teaching faculty, and digital transformation offices. Muneeb holds an MBA from Schulich School of Business, is a Chartered Professional Accountant and has served as board member on multiple non-profit organizations.



PATRICIA KRALE

Patricia (Trish) Krale joined the Board of Family Services of Peel in January 2021. Trish holds a Bachelor of Arts from Redeemer University, a Corporate Communications Certificate from Humber College, as well as a Strategic Management Certificate from Ithaca College. Trish spent many years working as a communication professional in various roles with the Greater Toronto Airports Authority, and is now working at Holland Christian Homes as the Director of Communications. Trish lives in Brampton with her children.





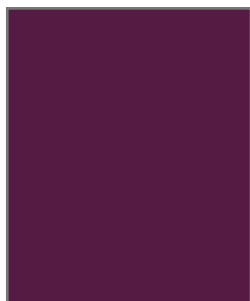
PRABHJIT KAUR BANGA

Prabhjit (Prabh) Kaur Banga joined the Board of Family Services of Peel in January 2021. Prabhjit has a Master of Resource and Environmental Management and undergraduate degree in Environmental Studies. She is currently the Director, Sustainability with Aecon Group Inc., where she leads the development and delivery of Aecon's sustainability strategy. As a first generation Canadian, Prabhjit believes in the philosophy of giving back to the community that provided her family with an opportunity to make a life.



RAPHAEL ADEGBOYE

Raphael Adegboye joined the Board of Family Services of Peel in October 2022. Raphael is a Director of Credit at Scotiabank and has strong financial and risk management experience covering retail, commercial and corporate banking. In his 20 years of working across multiple industries and countries, Raphael has built qualitative experience in people, process and strategic management. Having lived with the Peel Region for over eight years, Raphael supports various community-based causes that benefit humanity and the environment. Besides being one of the Board of Directors at FSP, Raphael is also a member of the Peel Agricultural Advisory Working Group (PAAWG), a volunteer with 4-H Peel, and a member of the financial administration team of his local church. When not working, Raphael spends time with his family.



MARIA KOTSOPOULOS

(Honorary Board Member)

Maria Kotsopoulos joined the Board of Family Services of Peel in November 2013, and is currently an honorary member of the Board. Maria is a partner with Blaney McMurtry's Labour and Employment Group, representing and advising clients in all areas of employment, labour and human rights law. Maria received a B.A. from the University of Waterloo, a M.A. from the University of Toronto, a LL.B. from the University of Ottawa, and was called to the Bar of Ontario in 2003. Maria is an active member of the Hellenic Canadian Lawyers' Association and the Ontario Bar Association's Labour & Employment Section.

Management Team



SANDRA RUPNARAIN

Executive Director



MARIA ZIGOURIS

Director, Client Services



JACK BRITSTONE

Director, Finance



BRENDA ARMOUR

Director, Human Services



MONICA RIUTORT

Director, Peel Institute for
Research & Training



LYN CAINE

Director, Apprenticeship
Services



AMAKA AGU

Manager,
Apprenticeship Services



DIANA MATAR

Manager,
Employment Services



SYLVIA KNIGHT

Manager,
Developmental Services

Finance

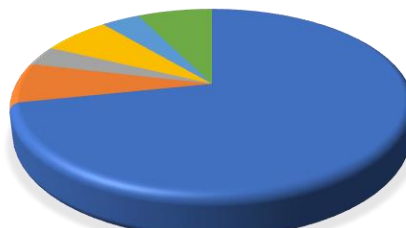
Family Services of Peel Statement of operations

Year ended March 31	2023	2022
Revenue		
Government funding		
Ministry of Children, Community and Social Services (MCCSS) (Note 6)	\$ 2,172,248	\$ 1,640,772
Ministry of Employment and Social Development	1,111,875	-
Employment Ontario	645,867	468,143
Ministry of the Attorney General (Note 6)	245,492	495,484
Region of Peel	180,122	269,169
Other	147,332	124,093
Skills Canada	100,000	-
Canadian Heritage	79,135	-
Ontario Trillium Foundation	59,600	66,602
Service Canada	-	3,136
Non-government funding		
United Way Greater Toronto (Note 7)	416,227	416,712
Fees-for-service	158,897	145,878
Tamarack Institute	104,728	-
Institute of Abuse	45,000	20,709
Peel Institute of Violence Prevention	50,709	-
Telus	20,000	-
Catholic Family Services of Peel-Dufferin	-	5,073
Miscellaneous	123,259	118,581
Interest	17,752	-
	<u>5,678,243</u>	<u>3,774,352</u>
Expenditures (Note 8)		
Employment support services	1,838,594	503,063
Supporting individuals regarding abuse	1,486,474	1,293,072
Supporting adults with developmental disabilities	1,339,107	1,094,339
Counselling	380,827	530,555
Administration	216,982	223,385
Resilient communities (other)	111,057	59,102
Advertising and promotion	69,726	-
Education	65,084	62,666
Retired teachers new horizon social table	-	39,205
	<u>5,507,851</u>	<u>3,805,387</u>
Excess (deficiency) of revenue over expenditures	\$ <u>170,392</u>	\$ <u>(31,035)</u>

EXPENDITURE BY PROGRAM



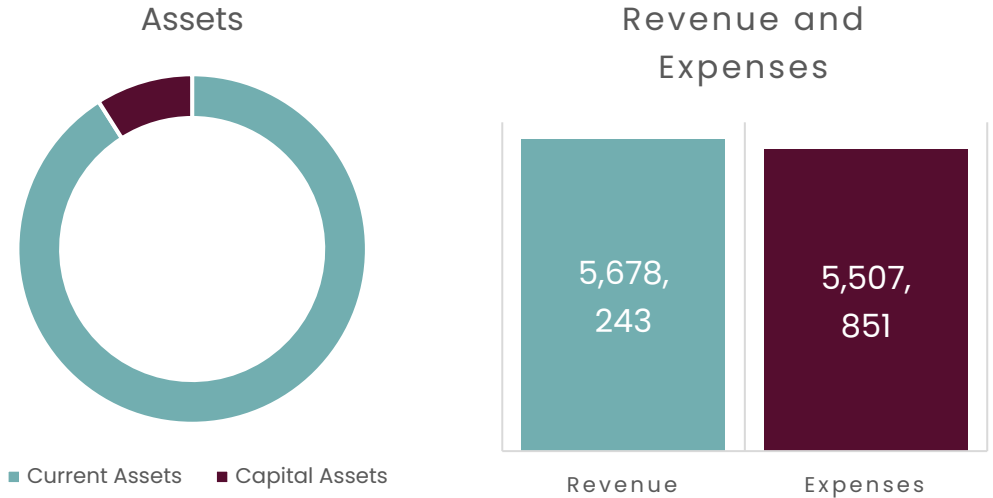
EXPENDITURE BY TYPE



- Employment support services
- Supporting individuals regarding abuse
- Supporting adults with developmental disabilities
- Counselling
- Administration
- Resilient communities (other)
- Advertising and promotion
- Education

- Salaries and benefits
- Program
- Staff training and travel
- Office
- Administration

Financial Breakdown



↑ 33%
in assets

The current assets stood at \$2,347,851 and the capital assets equaled \$218,704, which brought the total assets to \$2,566,555. This was a total increase of 33% from the previous year.

At year end, the balance of accounts payable and accrued liabilities was \$531,703 and deferred revenue was \$1,413,861. Net Assets was \$620,991. These amounts balanced out to \$2,566,555.

The financial figures mentioned here are extracted from the Audited Financial Statement for the year-end March 31, 2023. Please contact FSP for a detailed financial statement.

HR Dashboard

Total Staff

Number of Employees	
Full time	26
Part time	10
Total	36
<hr/>	
Canada Summer Job	6
Special Projects Staff*	28

*Special projects staff during the fiscal year 2022/23 are time-limited staff who worked on short-term funded projects, e.g., Peel Institute for Research and Training projects, Anti-Black Racism project, Mobile Health Clinic project, Apprenticeship Services project, and Social Tables for Seniors project

Number of Employees

Medical Leave	3
Lost time accidents	0
Total	3

Employee Health/Leaves

Number of Employees

Years of Service

0 – 2 years	9
3 – 5 years	6
6 – 10 years	3
11 – 15 years	6
15 – 20 years	9
20+ years	3
Total	36

Number of Employees

Termination	1
Resignation	5
Retirement	1

Staff Turnover

Number of Hours

Students & Volunteers

Student Placements	11,611
Volunteers	964.5
Total	12,575.5



Impact in Numbers





52nd Annual General Meeting

Wednesday, June 28, 2023 | 9:00am – 11:30am | Zoom Virtual Meeting

Collective Impact: Ignite for Action

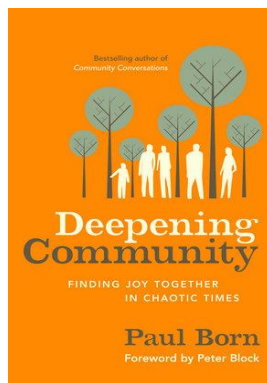
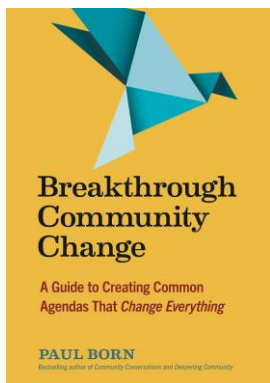
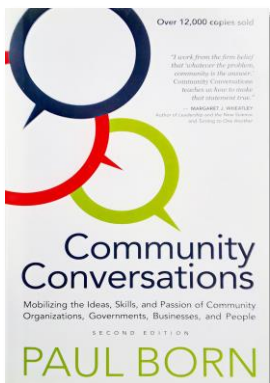
Keynote Speaker: Paul Born



A large-scale community change facilitator, Paul is the author of five books including two Canadian best sellers. He supports communities collaborating as a coach, consultant and community conversations facilitator. His latest book Breakthrough Community Change was released April 2023.

Paul is the Co-founder and for 20 years was the CEO/Co-CEO of Tamarack Institute, a 47,000-member learning community, and the Founder and Director of Vibrant Communities, a Collective Impact movement that supports four networks of cities learning and acting together to End Poverty, Deepening Community, Building Youth Futures and Climate Transitions. These campaigns are now active in over 400 cities.

Paul is a global faculty member of the Asset Based Community Development Institute (ABCD) and a senior fellow of Ashoka, the world's largest network of social innovators. Paul was appointed to the Order of Canada in 2019.



Connect with Paul

Email: paulborn@gmail.com

Web: www.paulborn.ca

Books available on Amazon and all other leading stores



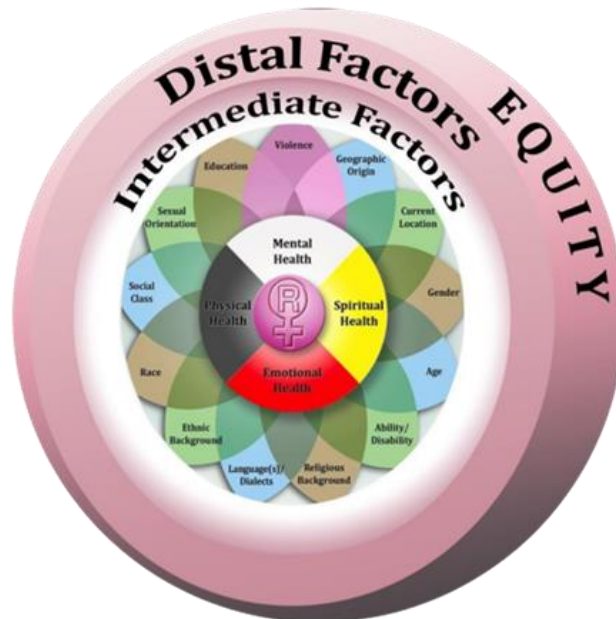
Research Institute

The Peel Institute for Research and Training (formerly the Peel Institute on Violence Prevention) is a collaborative program established in 2012, which serves as a centralized place of databases and evidence-based research and training for agencies working with victims of violence. The Institute allows organizations to work in a coordinated manner around the needs of survivors of violence in the Region of Peel.

Grounded in an anti-oppression, anti-racism framework, the Institute operates from a data-driven, evidence-informed, impact evaluation model. It includes the combined perspectives of the diverse population of Peel, clients, survivors, service providers, community agencies, and academia.

Some notable research projects for this fiscal year are:

- Peel Community Anti-Black Racism Social Action Response
- Bridging Skilled Trades Program – Apprenticeship Services
- Mobile Sex Trafficking Prevention and Counselling Services Clinic in the Region of Peel
- Strengthen the Family Services of Peel Pathway to Accreditation
- Mothers and Daughters – Building Bridges through Technology
- New Horizons for Seniors (Healthy Living for Active Aging Multicultural Seniors of Peel)
- Peel Family Pathways Project
- Hybrid Working Model



Anti-Racism, Anti-Oppression, and Equity Framework



FSP Initiatives: Programs and Projects

Capacity Building / Organizational Health

Accreditation Readiness

(Strengthen the Family Services of Peel Pathway to Accreditation)

This project will help Family Services of Peel initiate and complete the first step towards accreditation by developing a work plan and engaging the organization. Becoming an accredited social and community services provider will improve the delivery of services, set higher standards and modernize our approach to helping the Region of Peel.

Anti-Black Racism

This project builds on work done by FSP in the Region of Peel in the past five years on Equity and the Social Determinants of Health, including a framework of diversity, anti-oppression, and anti-racism. This project worked from a culturally-responsive approach to the members of the black community and a person-centred and whole systems approach. Training modules were developed and presented at a seminar held on April 1, 2023, where about 50 black youths participated. The digital version of these modules is being customized to maximize its potential impact.

Hybrid Working Model

This research summarizes the qualitative findings of a series of interviews and focuses on group sessions with various Agency employees about their perspectives and experiences on hybrid work. The project will be completed on August 31st and will provide the Agency with the framework to support them in rebuilding and recovering from the impacts of COVID-19 on their service delivery



ANTI- BLACK RACISM

FORUM (APRIL 2023)

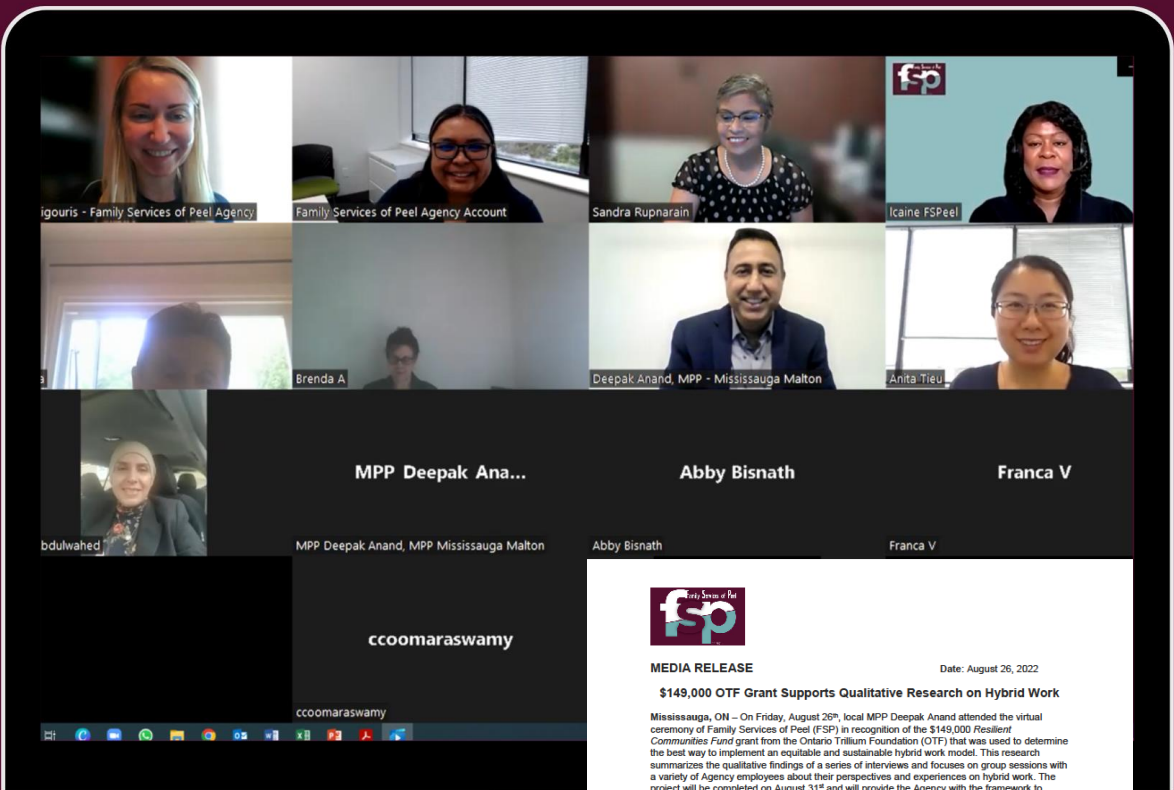




AUGUST 26, 2022

Grant Recognition Ceremony

RESILIENT COMMUNITIES FUND (ONTARIO TRILLIUM FOUNDATION)



MEDIA RELEASE

Date: August 26, 2022

\$149,000 OTF Grant Supports Qualitative Research on Hybrid Work

Mississauga, ON – On Friday, August 26th, local MPP Deepak Anand attended the virtual ceremony of Family Services of Peel (FSP) in recognition of the \$149,000 Resilient Communities Fund grant from the Ontario Trillium Foundation (OTF) that was used to determine the best way to implement an equitable and sustainable hybrid work model. This research summarizes the qualitative findings of a series of interviews and focuses on group sessions with a variety of Agency employees about their perspectives and experiences on hybrid work. The project will be completed on August 31st and will provide the Agency with the framework to support them rebuild and recover from the impacts of COVID-19 on their service delivery.

"For over 50 years, the Family Services of Peel is supporting families with different abilities with counselling, educational, and employment opportunities," said Deepak Anand, MPP for Mississauga—Malton. "This Resilient Communities Fund grant from the Ontario Trillium Foundation will enable FSP to implement a flexible hybrid work model to allow them to continue their valuable work in our community moving forward."

Thanks to the generous grant from the Ontario Trillium Foundation, the various components that influence the implementation of hybrid work, such as client services delivery, technology, communication, work-life balance, mental health/wellbeing, program, and team-specific concerns, the role of the Union, supervision practices, team building, leadership, and human resources issues were investigated and carefully examined.

"The impact of this Ontario Trillium Foundation grant cannot be overstated," said Sandra Rupnarain, Executive Director of Family Services of Peel. "This grant came at a time when our Agency had to be resilient and adapt to the changes of the 'new normal'. It has allowed us to reflect on opportunities for change and improvement in FSP's operations."

As a multi-service agency, FSP provides the people of Peel with professional counseling services, educational programs, employment support services, support for people with developmental disabilities and their families, as well as support for victims of violence and abuse. Through leadership, research, collaboration, and innovation, FSP supports families and individuals in Peel to transform their lives. Please visit their website at <https://fsped.ca>.

The Ontario Trillium Foundation (OTF) mission is to build healthy and vibrant communities across Ontario. As an agency of the Government of Ontario, and one of Canada's leading granting foundations, last year, OTF invested nearly \$209M into 2,042 community projects and partnerships, which included funding for the Government of Ontario's Community Building Fund. Since 2020, OTF has supported Ontario's economic recovery by helping non-profit organizations rebuild and recover from the impacts of COVID-19. Visit otf.ca to learn more.

Organization Contact for Media Inquiries:
Sandra Rupnarain, Executive Director
Family Services of Peel
905-270-2250
srupnarain@fsped.ca

Economic Recovery / Poverty Reduction

Apprenticeship Services – Bridging Skilled Trades Program

This project’s purpose is to support small and medium-sized enterprises to address the shortage of construction and manufacturing skilled workers in Ontario. A demographic analysis was made together with a literature review. The project began in June 2022 and will end in March 2024.

Employment Services

Established in 2010, the Employment Ontario—Employment Service is a free service open to all residents of Ontario over the age of 16 who are seeking employment. Our qualified Employment Services Coordinators will assist you with developing a career action plan, obtaining relevant resources and information, revising your cover letter and résumé, and providing information and assistance on other Employment Ontario programs. Our Job Developer will assist you with your job search and provide access to the hidden job market.

Jumpstart to Success Bootcamp

In partnership with Peel-Halton Workforce Development Group, the Jumpstart to Success Bootcamp is an industry-specific recruitment and boot camp preparation program designed based on the needs of partnering employers in the manufacturing and supply chain and logistics sectors and targeting job seekers who are experiencing difficulty securing employment (including the long-term unemployed, at-risk youth, recent newcomers and refugees, Persons with Disabilities and Indigenous people, among others).

Success at Work Program

Another project that was done in collaboration with the Peel-Halton Workforce Development Group was the Success at Work Program, which is an enhanced retention support program designed to support new hires through a cohort-based focused on skill building, peer-support, discussion and troubleshooting workplace issues.

Skills Council of Canada

Skills Council of Canada partnered with Family Services of Peel to expand its network of job-seeker support services and help more Ontarians reach their career goals. The main goal is to provide individualized support for job seekers to help them develop their skills and find meaningful employment opportunities.



Apprenticeship Services Information Sessions



Apprenticeship Services





Employment Services Job Fairs



Qwinton



Jumpstart to Success Bootcamp

EMPLOYMENT SERVICES





Employment Services Awards



EO Team recognized by WCG for the 100th financial support provided

The milestone of 1,000 job starts has been achieved in Peel for this fiscal. Kritika A of FSP input the 1,000th job



Leadership, Collaboration, and Advocacy

Anti-Black Racism

Anti-Human Trafficking / Mobile Health Clinic

This 38-month project which started on February 15, 2021, aims to develop and implement a pilot project on 'Mobile Sex Trafficking Prevention and Counselling Services Clinic in the Region of Peel' to advance knowledge and enhance empowerment supports for survivors of human trafficking.

Gender & Migration Study (Mothers and Daughters)

This study highlighted the complexity of the migration experience, and the impacts migration has on the lives of mothers, as well as on their daughters. Mothers are key figures in the value and knowledge transmission process regarding gender, sexuality, and relationships.

New Horizons for Seniors

Healthy Living for Active Ageing Multicultural Seniors of Peel” promotes the active aging of over 60 seniors from the Hispanic, Chinese and Caribbean communities. Through our proposed activities we are seeking to increase multicultural seniors’ social inclusion networks, improve digital literacy and offer hands-on training to promote self-confidence. A small group of seniors will also participate in developing a play to explore what elder abuse is, how to help others recognize it, and understand how to intervene and mitigate it. This play will be performed in our three communities and be provided as a live-stream resource for seniors to access in the future.

Peel Family Pathways Project

A partnership between Family Services of Peel and the Institute for Management & Innovation at the University of Toronto and sponsored by the Tamarack Institute, this project focuses on building an equitable economy for government-assisted refugee and immigrant families in the Peel Region. The project focuses on the population of government-assisted refugees and immigrants who arrived in Canada at any time over the past seven years, fully understand the needs of government-assisted refugees and immigrants by developing an evidence-based Family Needs Framework, and epistemically, what we learn from this project will update the existing knowledge of government-assisted refugees and immigrants and their integration process.

Seniors Project

Family Services of Peel (FSP) and Peel Elder Abuse Prevention Network (PEAPN) were awarded a Change Fund grant from the Region of Peel to address the issue of the increased abuse of older adults in the Region of Peel. The goal of the project is to build an evidence-based and community-informed advocacy strategy to enhance political and community ties to address issues impacting the well-being of seniors in the Region.



Gender, Migration, and Identity: Building Bridges and Resiliency Through Technology for New Immigrant Mothers and their Young Daughters (November 2022)





Peel Family Pathways Project Forum

March 2023



Responsiveness to the Community

Service Delivery

Support for All

LGBTQ2+ Counselling

This program provides counselling for individuals questioning their sexual identity, “coming out”, family members seeking information on how to support a gay family member, and teenagers experiencing intra and interpersonal challenges. We provide educational workshops to community partners on gay issues and outreaches into the community.

Adult Protective Services

The Adult Protective Service Program assists individuals in developing and implementing personal individual support plans for adults who have developmental disabilities, and to enhance their ability to live independently in their community. An individual service plan is developed in conjunction with the client and Worker to achieve identified goals.

Anti-Human Trafficking Mobile Health Services

Immediate Intervention Services (IIS)

Immediate Intervention Services are provided to ensure that there is immediate access to services for men, women and children who are experiencing/have experienced or witnessed any form of emotional, psychological, financial, sexual, physical abuse, and any form of coercive control. In addition, there is focus on the immediate needs of clients who have experienced a life event that has precipitated a crisis. Clients are entitled to six (6) FREE counselling sessions and there is no wait list for this particular service.

Individuals, Couples & Families Counselling

Professionally trained counselling staff work with an individual, couple, family and/or group to develop individualized strategies and solutions to address their concerns. The focus is on helping people to manage life and everyday issues. Sessions are available in several languages, as well as via interpreter.

Walk-In Counselling

Our free, private and confidential Walk-in Counselling Service is available without having to book an appointment. Meet with our professional and qualified multicultural staff for support, advocacy and referrals to other relevant services. This service is available at our Mississauga location, every Wednesday, from 12:00pm to 8:00pm and every Saturday (excluding holiday weekends), from 9:00am to 12:00pm. Immediate support is available for anyone who is experiencing a crisis, seeking information about specific services in the community and/or requiring advocacy and referrals.



June 2022: APSW and SIL Family Picnic



Responsiveness to the Community

Service Delivery

Support for Men

Partner Assault Response (PAR)

Partner Assault Response is a provincially approved program for men that have been charged with assault. Participants are referred through probation, early intervention or parole and there is a fee for this service based on a sliding scale. The program addresses violence in intimate partner relationships with two primary goals: to enhance victim safety and to increase the offender accountability. The program is an integrated intervention that works with the male participants and their female partners or former partners. The philosophy of the program is that as men participate in the program there will be a reduction and an end to their violent behaviour in their intimate partner relationships and an increased sense of safety and well-being for the partners/former partners and children who experience and or witness abuse.

Support Services for Male Survivors of Sexual Abuse (Men's Program)

Funded by the Ministry of Children, Community and Social Services (MCCSS), FSP is the lead agency that oversees the provision of services of partner agencies to male survivors of sexual abuse, which includes time-limited individual counselling, group counselling, telephone and e-counselling, peer support, and referrals to other appropriate community support services to meet other long-term needs that clients may have. Services are delivered in a culturally-appropriate manner and responsive to the needs of Aboriginal clients, Francophone clients, other ethno-specific communities, and persons with disabilities. Support services may be extended to family members of male survivors.

Support for Women

Violence Against Women (VAW)

The philosophy of the Violence Against Women program is to offer a wide array of interventions and support to women who have experienced violence (physical, domestic and/or sexual). The program focuses on helping women to manage life and deal with everyday issues, do safety planning, and learn healthier ways of coping and managing stress. Counselling staff work with their clients to develop personalized strategies and solutions that help to promote hope and wellness in the client, their family and the community at large.

Responsiveness to the Community

Service Delivery

Support for Families

Active Parenting

The Active Parenting Program brings families together VIRTUALLY. This Region of Peel-funded program is a free parenting group for parents/caregivers. Families meet once per week for four weeks, and topics include You and Your Child, Preventing Problems, Encouraging Positive Behaviour, and Preparing for School Success. To be eligible to participate, at least one child must be between the ages of 0–5.

Families & Schools Together (F&ST)

The program is an innovative and collaborative prevention and parent involvement program in which whole families gather at school and participate in specific, fun, research-based activities aimed at strengthening families, empowering parents and building community. The start-up of the program involves eight weekly multi-family meetings, which are held at a local school. The collaborative team comprises a parent representative of the school community, school teachers, a principal, a community-based mental health partner and a community-based substance abuse/ bullying facilitator. Families with a child between the ages of 4 and 9 participate in this program. The F&ST program is designed to strengthen bonds within the family, school and community.

Gender & Migration Study (Mothers and Daughters)

Peel Family Pathways Project

Support for Youth

Canada Summer Jobs

This is the fourth year that the Canada Summer Jobs, a federal-funded project, was granted to the Agency, where 6 students will be employed (3 positions as an administrative assistant, 1 position as a career development facilitator, 1 position as a human resources administrator, and 1 position as an accounting assistant).

Responsiveness to the Community

Service Delivery

Support for Seniors

New Horizons for Seniors

Peel Elder Abuse Prevention Network (PEAPN)

The Peel Elder Abuse Prevention Network (PEAPN) was established in 2003 and consists of agencies serving seniors, service providers, community advocates and seniors with the objective to educate, raise awareness and develop a more collaborative approach to elder abuse and support seniors who had been abused. Family Services of Peel (FSP) assumes the role of lead agency for PEAPN

Seniors Project (Region of Peel)

Social Tables for Seniors

Family Services of Peel currently facilitates three Social Table for Seniors groups. The groups meet weekly and are currently offered for Chinese, Spanish, and Caribbean seniors that reside alone, with family members or residential homes in the Region of Peel. These groups provide a space for seniors to socialize and discuss topics that are relevant to the aging population through a cultural lens. To improve their quality of life, senior tables for seniors encourage social engagement and physical activities for their members. There is plenty of evidence that prove social engagement can improve the quality of life for seniors.

South Asian Seniors Program (SAS)

This program provides one-to-one counselling and support, home visits, completion of a needs assessment, information and referrals, case management, written support letters, advocating on behalf of the client and a wellness group for seniors at Peel Senior Link.

Supported Independent Living

Support Services for Male Survivors of Sexual Abuse is a FREE program funded by the Ministry of the Attorney General. As the lead agency, we have partnered with fifteen organizations in Central Ontario to ensure that counselling services are provided across the region. Men over the age of 16, who have experienced historical or recent sexual abuse can access this program by calling Toll-Free Intake number 1-855-505-5205

Violence Against Women Seniors (VAW Seniors)

Similar to the Violence Against Women program, services are provided to senior women (55 years old and over) that have experienced violence.



PEAPN Activities





Photo Gallery



May 2022: Cultural Spring Fling





June 2022: Diversity - World Map



Family Services of Peel
est. 1971



July 2022: FSP Summer Picnic



Family Services of Peel
fsp
est. 1971

Friday, July 08, 2022
10:00am - 2:00pm

FSP Staff & Family Picnic

at
Mississauga Valley Park

1275 Mississauga Vly Blvd,
Mississauga, ON L5A 3R8



September 2022: Take Back the Night





October 2022: Tim Horton's Appreciation

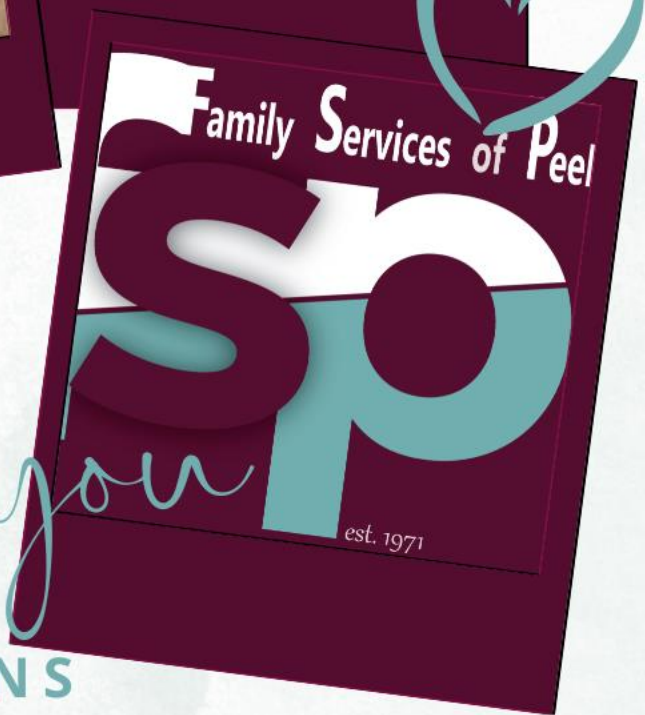


#TimsforGood



Thank you

TIM HORTONS





October 2022: Healthy Living Aging Well Seniors Information Fair



10.21.2022

Healthy Living,
Aging Well Seniors
Information Fair
Flower City, Brampton



November 2022: Family Violence Action Table Forum



The Family Violence Action Table Collaborative Forum was a gathering of not only leaders but frontliners of organizations from IPV and allied sectors. Here they identified a common framework that provides a standardized equity lens that is focused on prevention and intervention.



Here's the summary of the discussion in art form, which was done in real-time during the Forum.





December 2022: FSP Holiday Lunch





December 2022: Homelessness Awareness Month



- Most Needed Food Item**
- Pasta / Pasta Sauce
 - Cookies / Crackers
 - Instant noodles
 - Kraft Dinner
 - Juice Boxes
 - Cereal / Oatmeal
 - Coffee / Tea
 - Baby formula
 - Canned beans, milk, soup, meats (turkey, chicken, tuna)
 - Cakes mixes
 - Granola bars
 - Oil
 - Raisins
 - Applesauce (unsweetened)
 - Cornmeal
 - Peanut Butter

- Toiletries / Personal Items**
- Shampoo
 - Soap / Body Wash
 - Toothpaste / Toothbrush
 - Dental floss
 - Nail clippers
 - Hair Brush / Combs
 - Pads / Tampons
 - Deodorant
 - Razor
 - Lotion
 - Baby Wipes
 - Hand Sanitizers
 - Baby clothes

December 2022



- Clothing or Linen Items**
- Socks
 - Gloves
 - Mittens
 - Scarves
 - Winter Hats
 - Underwear (men & women)
 - Suspenders
 - Under garments (men & women)
 - Neck Towel

Family Services of Peel's Month of Giving

Homelessness Awareness Month





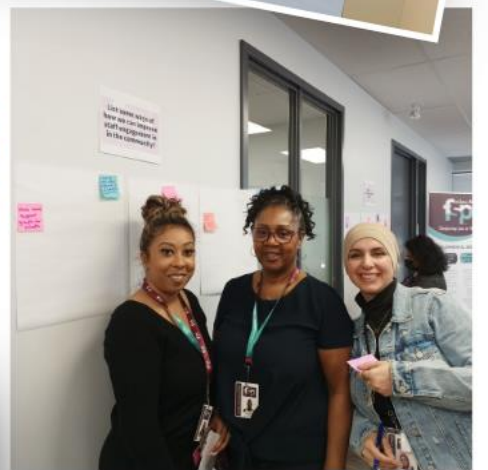
Jan – May 2023: FSP Office Renovations



Office Renovations



February 2023: FSP Town Hall



TOWN HALL
February 2023
Staff Meeting



March 2023: International Women's Day



*International
Women's
Day*

...ing
men
together We
Shine
at FSP



March 2023: Housing Forum



Peel's First Developmental
Sector Housing Forum

March 8, 2023 9am-1:30pm

(Light Breakfast and Lunch provided)

Mississauga Grand Banquet and Event Centre

To register please use link below

<https://www.eventbrite.ca/e/519948288327>

Come join us as we look to help rethink and
reshape the landscape of housing for
Individuals with Developmental Disabilities
and their Families

We look forward to seeing you there!





May 2023: Nominee – MBOT’s Non-Profit of the Year

MISSISSAUGA BOARD OF TRADE
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2023

NOT-FOR-PROFIT OF THE YEAR AWARD NOMINEES

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The Streetsville Founders’ Bread and Honey Festival

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 **Region of Peel**
working with you



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**EMPLOYMENT
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**2022-
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**ANNUAL
REPORT**

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