

Annual Meeting Report 2025-2026

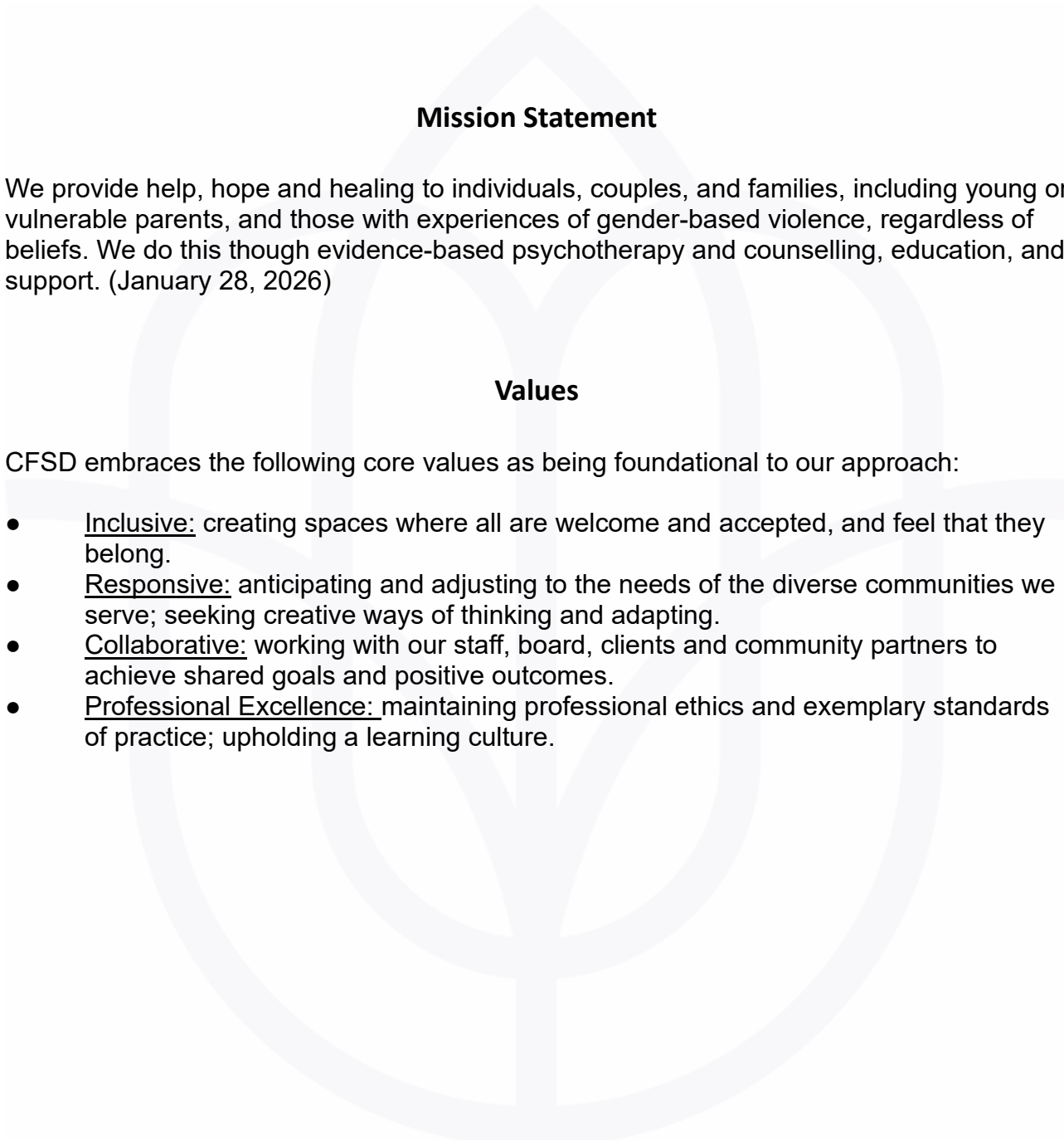


CFSD

HELP TO HEAL, MOVE
FORWARD, *and* THRIVE.



September 9, 2026



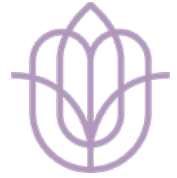
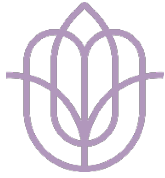
Mission Statement

We provide help, hope and healing to individuals, couples, and families, including young or vulnerable parents, and those with experiences of gender-based violence, regardless of beliefs. We do this through evidence-based psychotherapy and counselling, education, and support. (January 28, 2026)

Values

CFSD embraces the following core values as being foundational to our approach:

- Inclusive: creating spaces where all are welcome and accepted, and feel that they belong.
- Responsive: anticipating and adjusting to the needs of the diverse communities we serve; seeking creative ways of thinking and adapting.
- Collaborative: working with our staff, board, clients and community partners to achieve shared goals and positive outcomes.
- Professional Excellence: maintaining professional ethics and exemplary standards of practice; upholding a learning culture.



Annual Meeting Agenda
Wednesday, September 9, 2026
7:00 pm

- 1) Welcome
- 2) Introductions
- 3) Secretary's Report
- 4) Finance Committee Report
- 5) Appointment of Auditors for 2026-2027
- 6) Governance Committee Report
- 7) Board Chair & Executive Director's Report
- 8) Ratification Resolution
- 9) Adjournment

Secretary's Report

**Catholic Family Services of Durham
Annual Meeting
Held at 707 Simcoe Street South, Oshawa, ON and via Zoom
Wednesday, September 10, 2025, 7pm**

Attendance: Janine Bowyer, Chair; Henry Remiz, Treasurer; Monique Forster; Stan Karwowski; Chris Leahy; Rosemary Leclair; Fred Page; Marc Poupart; Ann Marie Whitney; Elizabeth Pierce, Executive Director

Absent: Alida Brydon, Vice-Chair; Tracy Barill, Secretary; Perpetual Karume

Quorum achieved: YES

Note taker: Tania McClean

Handouts

Annual Meeting Report for 2024-2025

1) Opening of Annual Meeting and Welcome at 7:01pm

Janine Bowyer welcomed the Members back

Opening Prayer: Janine Bowyer

Land acknowledgement: Janine Bowyer

2) Approval of Agenda

MOTION to approve the agenda

by Janine Bowyer, seconded by Rosemary Leclair. **Motion carried.**

3) Review of Minutes of Annual Meeting September 11, 2024

MOTION to approve the Minutes of September 11, 2024

by Janine Bowyer, seconded by Stan Karwowski. **Motion carried.**

4) Finance Committee Report: written report

- Henry Remiz presented the Finance Committee Report and the Audited Financials and Audit Report.

MOTION to accept the Finance Committee Report and Audited Financials and Audit Report for 2024-2025 by Henry Remiz, seconded by Monique Forster. **Motion carried.**

5) Appointment of Auditors

MOTION to retain Smith Chappell Marsh Vilander as auditors for 2025-2026

by Henry Remiz, seconded by Marc Poupart. **Motion carried.**

6) Governance Committee Report: written report

- Janine Bowyer presented the report on behalf of the Committee.

MOTION to accept the Governance Committee Report as submitted

by Janine Bowyer, seconded by Fred Page. **Motion carried.**

7) Annual Report: written report

- Elizabeth Pierce expressed her thanks to the Board for their ongoing commitment to the Agency. We could not operate without you. Many agencies have Boards of Directors, but not with the calibre of our members. Elizabeth explained the thank you gifts for each member; we proudly offer each our beautifully branded “swag” which is offered at community events and for volunteers.
- Janine Bowyer also expressed her gratitude. We have a strong, cohesive Board, which is really good at getting work done, both in policy and community work. Thank you for giving your time and money to the agency, for engaging in thoughtful, respectful discourse in the meetings. Thanks also to our excellent Executive Director and Executive Assistant.

MOTION to accept the Annual Report as presented

by Janine Bowyer, seconded by Fred Page. **Motion carried.**

8) MOTION to Ratify All Decisions and Actions taken by the Board in the past year, including any By-law amendments

by Janine Bowyer, seconded by Rosemary Leclair. **Motion carried.**

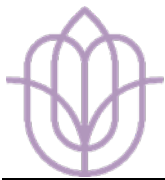
9) Meeting Adjournment

MOTION to Adjourn at 7:14pm

by Janine Bowyer, seconded by Ann Marie Whitney. **Motion carried.**

Henry Remiz, Treasurer / Secretary

Approved by the Board of Directors, at the Annual Meeting, September 9, 2026



COMMITTEE REPORTS



Finance Committee Report

From a financial perspective, CFSD ended the 2025-2026 fiscal year in a good financial position.

Please refer to the summary financial statements attached. (Audited financial statements are available upon request.)

The Agency reported a (\$84K) deficit for the 2025-2026 fiscal year, which was slightly higher than the budgeted deficit of (\$72K). Note that this deficit was intentional, to offset part of the very high surplus that had been reported in the 2024-2025 fiscal year. (That fiscal year had included \$308K from the final transfer of holdback funds from the Rose of Durham wind-down board which was dissolved in 2022.)

The accumulated surplus (net assets) was \$1,496K at March 31, 2026, which represents almost six months of operating expenditures. That accumulated surplus includes internally restricted funds (\$258K), unrestricted funds (\$46K), and net investment in capital assets (\$1,191K).

The Agency's combined balance of Cash and GIC's was \$1,438K at March 31, 2026. This combined balance is expected to decrease during the 2026-2027 fiscal year, as the Agency services a multi-year prepayment of revenues from Ontario Shores.

The mortgage payable at March 31, 2026, was \$353K, down \$66K from March 31 2025.

The annual Heart to Heart Gala continues to generate a financial surplus which is used to help fund Agency operations.

The accounting for CFSD continues to be handled well by DAFRS (Durham Association for Family Resources & Support). As expected, the annual audit by Smith Chappell Marsh Vilander LLP did not identify any significant concerns about the agency's accounting or financial reporting, other than the audit qualification common to most charities regarding the auditor's inability to verify the completeness of client fees and donations.

CFSD board members received informal training during the year on financial literacy for not-for-profit agencies, and this was well received.

In March 2026, the board approved a deficit budget for 2026-2027 of (\$94K), which is intended to fund operations and draw down another small portion of the accumulated surplus. Most of the revenues budgeted for the 2026-2027 fiscal year have been confirmed by the various funding bodies. We are also starting this fiscal year with a strong balance sheet. There continues to be turbulence in the local, provincial and national economies, and the management and board are both prepared to adjust spending patterns if needed.

Respectfully submitted,
Henry Remiz, Finance Committee Chair and Treasurer

Catholic Family Services of Durham
Excerpt from Audited Financial Statements

Statement of Financial Position at March 31,	2026	2025
Assets		
Current		
Cash	1,356,684	1,437,448
Accounts Receivable	36,562	46,667
Prepaid expenses	44,751	54,345
	<u>1,437,997</u>	<u>1,538,460</u>
Capital Assets (net)	2,801,377	2,856,256
Trust Receivable - Rose of Durham		0
	<u>4,239,374</u>	<u>4,394,716</u>
Liabilities		
Current		
Accounts Payable	153,780	150,416
Deferred Revenue	979,574	932,282
Loan Payable		0
Mortgage Payable	69,602	66,416
	<u>1,202,956</u>	<u>1,149,114</u>
Deferred Contributions (Capital Assets)	1,257,166	1,312,587
Mortgage Payable (long term)	283,157	352,562
Trust Liability- Rose of Durham		0
	<u>2,743,279</u>	<u>2,814,263</u>
Net Assets		
Invested in Capital Assets	1,191,452	1,124,691
Internally Restricted Funds	258,415	294,756
Unrestricted	46,228	161,006
	<u>1,496,095</u>	<u>1,580,453</u>
Balance	<u>4,239,374</u>	<u>4,394,716</u>
Statement of Operations for the year ended March 31,	2025	2024
Revenue		
Ministry of Community and Social Services	916,994	901,570
Catholic Charities of the Archdiocese of Toronto	1,235,926	1,126,450
Rental Income	37,341	37,341
United Ways	0	5,000
Client Fees	22,868	17,670
Donations and fundraising	265,072	227,826
Amortization of deferred capital contributions	57,421	55,716
Grants and other revenue	461,883	862,497
Rose of Durham	0	308,270
Interest	19,392	28,627
	<u>3,016,897</u>	<u>3,570,967</u>
Expenses		
Salaries and benefits	2,339,015	2,234,366
Rent and occupancy cost	202,105	213,209
Purchased services	141,587	129,979
Office	113,216	119,128
Mortgage interest	18,447	20,148
Amortization	109,686	101,659
Fundraising	43,074	35,779
Fees and Dues	17,924	18,705
Training and education	10,166	3,101
Program expenses	86,344	230,210
Transportation	16,074	11,457
Advertising and promotion	3,617	3,044
	<u>3,101,255</u>	<u>3,120,785</u>
Excess (Deficiency) of Revenue over Expenses	<u>84,358</u>	<u>450,182</u>

Please note the full 2026 audited financial statements are available on request

Governance Committee Report

The Governance Committee is responsible for overseeing the Board's governance processes.

In the 2025-2026 year, the Governance Committee accomplished a number of goals, including:

1. Hosting a Board Development Day focused on strategic planning, and initiating action items that arose from it.
2. Championing the efforts of the Executive Director and the Board in fulfilling the Agency's Strategic Plan.
3. Refreshing the Agency's Strategic Plan for 2026 to 2029 based on the feedback provided by the Board, Agency staff and stakeholders.
4. Updating and monitoring the Board's monthly work plan.
5. Continuing efforts to promote DEI standards within the Board.

Respectfully submitted,
Alida Brydon, Chair

Fundraising Committee Report

The CFSD 2026 Fundraising Strategy Plan is available through the Board's shared drive. Also available through the Board's shared drive is the 21st Heart to Heart Gala Income Statement for your reference.

This following is a short summary of the **receipts and disbursements** for the very successful **21st Heart to Heart Gala**, celebrated on Saturday, February 28, 2026.

Total Revenue	\$124,513
Total Expenses	\$39,805
Proceeds from 2026 Gala	\$84,709

We are also reporting a successful **Delta Bingo fundraiser** with a net revenue of **\$28, 216.39** for the 12 months from April 2025 to March 2026.

At an earlier meeting of the Fundraising Committee, a decision was reached by the Fundraising Committee to run the 50/50 fundraiser through Trellis, up to twice additionally, outside of the Heart to Heart Gala fundraiser window. This was tested for the first time during the month of June. Due to some delays and this being a new approach to run the 50/50 outside of its regular window, it has not been very successful. Future attempts should include better promotion and an attempt to engage the community outside of our Heart to Heart Gala contributors' pool. This, before a decision can be made to continue this practise.

Various fundraising ideas were researched by the Fundraising Committee Chair, with a view to expand the Agency's fundraising revenue opportunities. A comprehensive list of possible fundraising ideas was prepared and distributed to all Fundraising Committee members. At the next Fundraising Committee meeting, there will be a discussion about the feasibility and practicality of some of these ideas, given their impact on staff time and other considerations.

Monique Forster, Chair

French Language Services Committee Report

Over the course of the 2025-2026 fiscal year, the French Language Services Committee has supported a focus on the following goals:

- To ensure the Agency is contributing to the overall building of capacity of French Language services in the province of Ontario;
- To ensure the Agency is contributing to activities that build local French Language capacity;
- To review and ensure that the Agency is maintaining the requirements for French Language services designation, including the provision of French Language services to those clients who will benefit; and
- To focus on increasing the promotion of French Language Services through our refreshed and rebranded social media channels and website.

Members of the committee include; Rosemary Leclair (Chair), Rosa Kay, Tania McClean, Sarah Pagnello (Bilingual Therapist), Nikole Perreault, Elizabeth Pierce, and Marc Poupart. The committee engaged in electronic discussions via email, in the fall, to affirm the above-mentioned goals, and met on April 1, 2026, via Zoom, to review planned progress towards the goals.

We are pleased to report that through the work of staff and our bilingual therapist, the agency has been well equipped to meet the demands for French language services in Durham Region this year. Agency staff has continued to engage in community outreach to enhance the profile of CFSD as a well-established French language services provider. Our refreshed website successfully provides a reliable and user-friendly bilingual intake process, and a planned social media campaign is being built over the summer to continue to highlight the significance of French language services leading into the next fiscal year.

Respectfully submitted,
Rosemary Leclair, Chair

Annual Report

Message from the Board Chair and Executive Director

2025/2026 proved to be another impactful and productive service delivery year, as CFSD upheld their mission to provide evidence-based, high-quality services to the Durham community.

Accomplishments:

CFSD was pleased that Ontario Shores initiated a renewed investment in the Agency's trauma therapy for another three years (2026-2029). This has expanded the availability of trauma therapy to the Durham community, and has assisted in reducing the waiting times at both organizations for this service. CFSD is proud of the work it is doing in this regard, and the recognition from such a prestigious facility for our work.

Last year we identified as a challenge, the reality that being at full complement as a staff (combined with the additional staff for the Ontario Shores program), being committed to being a teaching facility that accommodates student placements, and being the host of a community hub has brought a new challenge – we had outgrown our existing space. Thus, in the Spring of 2026, CFSD embarked upon a retrofitting project. On the main level, an office was subsumed by the childminding space to create a larger more functional space for the children who attend our facility with their parent(s). On the second floor, 6 large offices were reconfigured into 9 smaller offices and 2 much-needed storage spaces: one for our play therapy supplies and therapeutic library, and one for the corporate files, electronics and other administrative storage that was previously strewn about in 4 different locations. The result has been that everyone has a space to call their own in which to do their work, and the accessibility of the therapy resources has improved. Additionally, administrative staff are finding their time better spent now that there is one designated location for all of the storage items.

Our one major fundraising event, The Heart to Heart Gala, raised the most the Agency has ever raised in the history of the Agency! The support of our community, the tireless work of the Gala Committee, and the generosity of our attendees made this feat possible, and we are so grateful!

During the past year, the Board collaborated with Peter Spratt to update our strategic plan. After gathering valuable input from both Board members and staff, we successfully finalized the new Strategic Plan for 2026–2029, launched on April 1st to mark the start of the fiscal year.

Challenges:

In the Renewal Psychotherapy division, our challenge remains the same as it has for over a decade: demand for our services outpaces our ability to respond. The waiting list is lower than it has been, but it still exists, and is something we continue to work towards addressing. However, as long as our economic climate remains so poor, we expect to continue to see this trend; people can't afford groceries, so they have no spare funds to

put towards private therapy. As a result, they need our funded services now more than ever.

In the Rose of Durham division, the challenge remains finding sustainable funding to maintain the staffing levels required to not develop a waiting list. The Agency was successful in getting a one-year grant for an additional counsellor position, however, with the need staying at the same level it has for years, a permanent solution is critical for this vulnerable population.

The success of having Safety Network Durham permanently funded for the first time since its inception was identified as an accomplishment last year. While that remains true, what it has exposed, is that 1.5 FTE is not enough person power to properly staff the clinic and division in an ongoing sustainable manner. 2 FTE's would be ideal. As a result, the Agency will once again be applying for grants to try and address this issue.

While a Board member resigned mid-year, we were fortunate to quickly fill the vacancy with a qualified candidate. However, two additional resignations at the end of the year means we must reopen our recruitment process. We view this as a welcome opportunity to bring fresh perspectives to the Board and to further diversify our Board team.

Looking Forward:

CFSD is proud of all that was accomplished in 2025/2026. Now more than ever, the work done by CFSD is crucial to the wellbeing of our community. We count it a privilege to be invited into people's lives to support them in some of the most vulnerable, challenging circumstances a human being could ever have to endure.

The support we have received from some very generous donors over the past year has been profoundly impactful. We see this generosity as evidence that the work we do matters to this community.

We could not do what we do without the excellent and diligent leadership of our Board of Directors, or the highly qualified, competent, compassionate staff team.

We look forward to another year of success.

Sincerely,

Janine Bowyer, Board Chair

Elizabeth Pierce, Executive Director



CFSD

HELP TO HEAL,
MOVE FORWARD,
and THRIVE.



Statistical Report on Direct Services

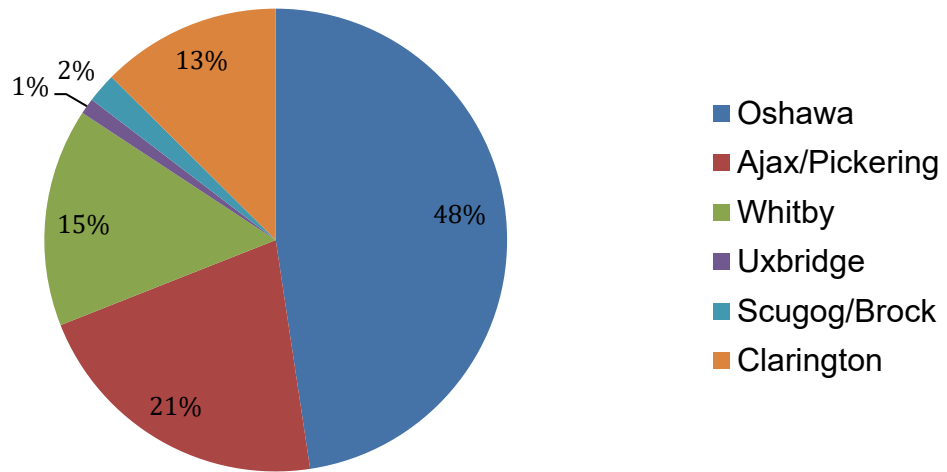
CFSD is an umbrella agency that includes Renewal Psychotherapy Durham, Rose of Durham, and Safety Network Durham. Through the work of the 3 divisions, CFSD provides help, hope and healing through inclusive, evidence-based psychotherapy and counselling, education programs and support services that help individuals, young parents, gender-based violence survivors, couples and families move forward and thrive.

The agency received Food Insecurity Funds from ShareLife and Catholic Charities, supporting a total of 120 households, and 333 individuals who would otherwise have to go without food.

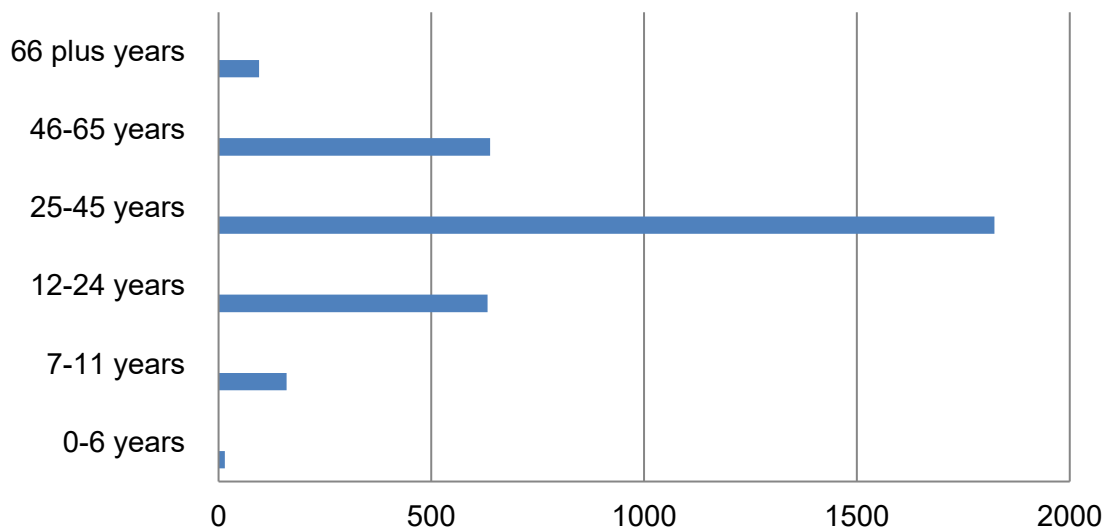
The following report includes both agency wide numbers, and numbers for each division separately.

	2025-2026	2024-2025
Total # of clients served Agency wide (some may have been served in more than one division)	1,622	1,699
Total # of Hours providing service Agency wide	8,965	9,042.75
# of Volunteers	52	39
# of Volunteer Hours	1,419.5	996

Place of Residence



Age of Clients



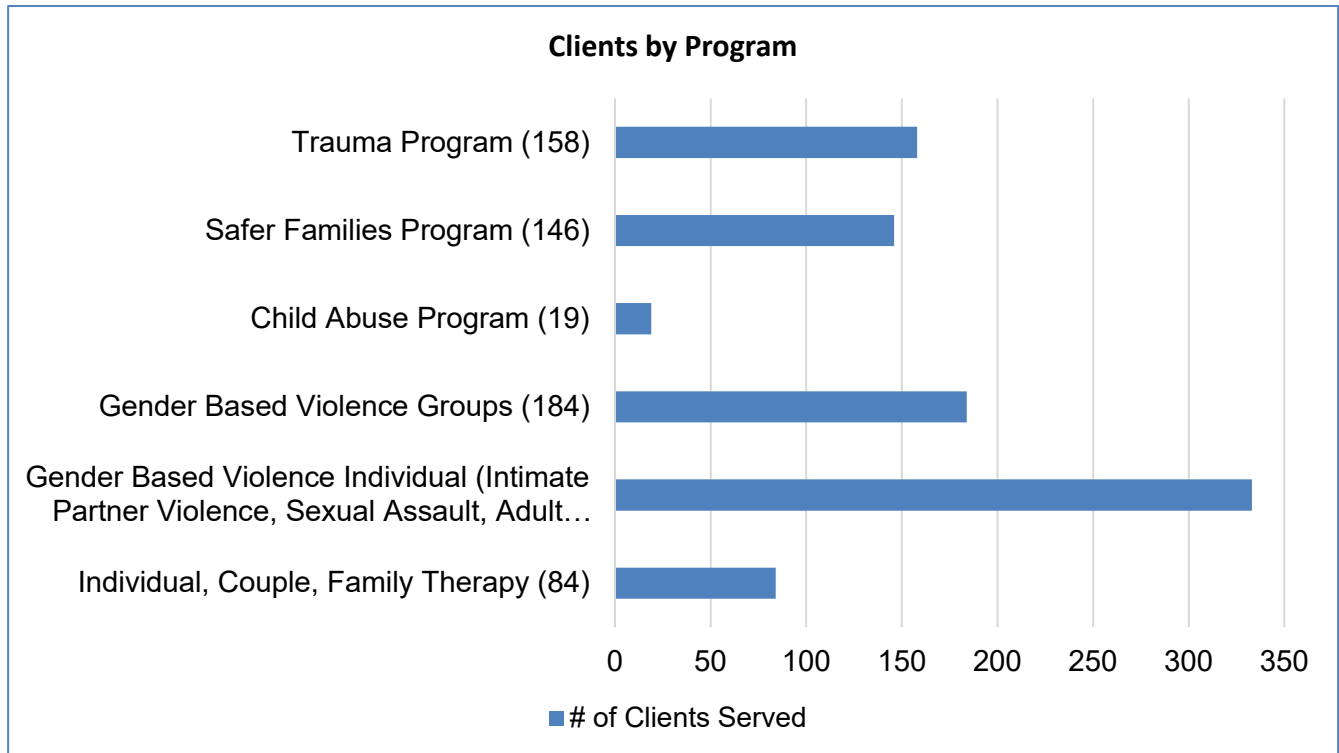
Pathways to Healing

We offer individual, couple, family, and group psychotherapy and trauma support to help clients heal, through evidence-based, trauma-informed, client-centred psychotherapy programs. All programming is available in both English and French.

	2025-2026	2024-2025
# of Unique Clients Served	1,020*	1,079
# of New Unique Clients Served	824	753
# of Unique Clients Carried Over	589	326
Hours of Direct Service	6,296	6,076
# of Sessions	5,953	5,536
# of Unique Clients Using a Brief Single Session	558	507
# of Brief Single Sessions Attended	784	867
Waiting List	3 months- Trauma Program 7 Months- Ongoing Therapy	Currently 6 months for Trauma, 5 months for all other programs, average of 6-8 months through the year

* This number is lower due to the length of time trauma clients take to complete their therapy – note the number of direct service hours is up, despite fewer clients.

The following chart summarizes the number of people served and the services they received. Please note that a client was counted in both the Intake/Brief Single Session numbers as a new client (reported above) as well as the specific program they do their ongoing work in (reported below - such as family therapy or group therapy, for example). Clients may also be served in more than one program area.



Stronger Families. Brighter Futures.

We provide young parents with counselling and support services that utilize their strengths and help them achieve their goals, through an attachment focus designed to strengthen the mental health of every infant who attends the Rose with his or her parent.

	2025-2026	2024-2025
Total Unique Clients Served	173	227
# served in Individual Counselling	119	108
# of families served in Psycho-educational Groups	27 (82.5 hours)	33 (120 hours)
# of families served in Social Groups	34 (210 hours)	39 (188 hours)
# of Students enrolled in School Program	68	83
Hours of Direct Service	1,862	1,973
# of Sessions	1,916	2,102

Feel heard. Find hope. Get help.

We help survivors of GBV access community supports with just one call. Thirty on and offsite community partners are available to clients from our location, so that clients do not have to travel to multiple locations in what is often the most dangerous time in their lives.

	2025-2026	2024-2025
# of Unique Clients Served	458	414
# of Return Clients	22	49
# of Direct Service Hours	807	859.25
# of times a hub partner was accessed	828 (average 1.8 agencies accessed per client)	712 (average 1.7 agencies accessed per client)
Referrals from Rose Division	3	10
Referrals to Rose Division	9	9
Referrals from Renewal Division	32	33
Referrals to Renewal Division	47	58

Board of Directors

Janine Bowyer – Chair

Janine retired from a 33-year career in education as a Superintendent of Education for the Durham Catholic District School Board. Janine is currently a part-time instructor at Ontario Tech University in the Bachelor of Education program. She is a proud mother and grandmother.

Janine has volunteered with many community and parish organizations and joined the Catholic Family Services Board in 2020. She served as Vice-Chair of the Board for the 2021-22 period and became Chair of the Board in September 2022.

Alida Brydon – Vice-Chair

Alida is a lawyer at Sun Life, an instructor at Durham College, and a mother of three boys. She is also an active member of the Baptism ministry at St. John the Evangelist parish in Whitby.

Alida has volunteered with many community organizations and joined the CFSD Board in February of 2019. She has been Vice-Chair of the Board of Directors since September 2022, and serves as the Chair of the Governance Committee.

Tracy Barill, Secretary (Retired)

Tracy recently retired from a long career with the Durham Catholic District School Board, most recently serving as Director of Education, and Secretary Treasurer of the Board. She also served as President of the Durham Catholic Children's Foundation, and has been an active volunteer in her parish. Tracy joined the Board in September 2024, served as Vice-Chair of the Heart to Heart Gala Subcommittee, was a member of the Fundraising Committee, and became Secretary in April 2025. Tracy retired from the Board in June 2026.

Henry Remiz – Finance Committee Chair, Treasurer

Henry is a Chartered Professional Accountant with over thirty years of experience in finance, now semi-retired at DKI CRCS in Oshawa. Henry has been an active volunteer in his community for over 20 years and has a long involvement in musical leadership at his parish.

Henry joined the Board in September 2017, was Secretary from 2021 to 2025, is a member of the Governance Committee, and is Chair of the Finance Committee.

Monique Forster

Monique is currently employed as a Faculty Member with Durham College. She serves as Chair of the Board of Trustees for the Durham Catholic District School Board. Monique is the President of the Canadian Hispanic Congress. Monique is a Corporate Trainer, and she regularly presents on topics such as Ending Violence Against Women, Women's Rights and Global Warming and its Disproportionate Effect on the Poor. Monique joined the CFSD Board in May of 2020, and is the Chair of the Fundraising Committee, and a member of the Heart to Heart Gala Subcommittee.

Perpetual Karume

Perpetual is a Project Manager, with an MBA in Strategic Management and a Six Sigma Black Belt certification. She has experience in process management, compliance and IT in both the Corporate and the Non-Profit sectors. She has also volunteered for a variety of community service organizations. Perpetual joined the Board in May 2024 and is a member of the Fundraising Committee and the Heart to Heart Gala subcommittee.

Stan Karwowski

Stan is a Chartered Professional Accountant with over thirty plus years of experience in finance and accounting, presently working in the capacity as the Director Finance & Treasurer for the City of Pickering. Stan has been an active volunteer in his community for over 25 years. Stan has been a board member and chair with the Durham Catholic Children's Foundation and has a long involvement with the Knights of Columbus St. Mary's church. Stan joined the Board in September 2024 and is a member of the Finance Committee.

Chris Leahy

Chris Leahy BA, MBA, is a father of 3, and an experienced marketing professional. He currently sits as a regional councillor for the Town of Whitby. As a former Chair of the DCDSB and Trustee for Whitby, Chris has seen firsthand within the community the great need for the services of CFSD. As a resident within Whitby for over 36 years, Chris has been very active within the community. He is a member of the Knights of Columbus council #4895 at St John's parish, volunteer coach with Whitby Iroquois Soccer Club, volunteer with the Heart & Stroke foundation, Whitby Roadwatch, Whitby Public Library Trustee, and a founding member of the DCDSB's Children's Foundation. Chris joined the Board of Directors of CFSD in 2013 and during that time has been involved with the Finance and Fundraising Committees, and the Heart to Heart Gala Subcommittee.

Rosemary Leclair

Rosemary is a retired Superintendent of Education for the Durham Catholic District School Board, where she gained valuable experience in governance, strategic planning, budgets and fundraising. Prior to this role, she served as a principal at various schools in Durham. Rosemary joined the Board in April 2024 after serving as a community member of the Fundraising Committee. She is currently Chair of the French Language Services Committee and the Heart to Heart Gala Subcommittee, and is a member of the Fundraising Committee.

Fredrick Page (Retired)

Fred is a Fellow of the Chartered Institute of Management Accountants (UK) with over 40 years of experience in banking. He retired from CIBC, where he managed Capital Markets' U.S. lending portfolio. An active community volunteer, Fred has served as treasurer for the Society of Saint Vincent de Paul (Ajax Conference) since 2018 and volunteers with Durham Outlook for the Needy. He joined the CFSD Board in 2024 and was a member of the Finance Committee. Fred retired from the Board in February 2026.

Marc Poupart, CPA, CA

Marc was an experienced, bilingual (English / French) senior financial executive for over 40 years in a public (and private) company environment, moving through a series of different and progressive roles, recently retired from his position as Vice President, Pension and Retirement Programs at Hudson's Bay Company (HBC). Marc was also a Board member of two foundations within the HBC group, a charitable and a history foundation. Marc joined the Board of CFSD in 2007, served as Treasurer until 2025, and is a member of the Finance and French Language Services Committees. Marc is also a member of the Catholic Charities' Pension & Benefits Committee where he provides his expertise to all associated agencies.

Ann Marie Whitney

Ann Marie is originally from Halifax, N.S. where she spent her formative years and obtained her Bachelor of Business Administration degree. She moved from Alberta to Oshawa in 1985 and raised her family locally. She retired as a Peace Officer with the R.C.M.P., with over 30 years of service. She is an active member of St. Mary Of the People Parish where she is Vice-President of the Catholic Women's League, on the Finance Committee, and serves as a Eucharistic Minister. Ann Marie is in her sixth year of volunteer service with The Auxiliary at Lakeridge Health Oshawa. She has served on Parent Advisory Boards at St. Christopher Elementary School and Paul Dwyer High School in Oshawa. In the past, she has volunteered at St. Vincent's Kitchen in Oshawa and through her employer, with Bethesda House in Bowmanville and the Ontario Special Olympics in Durham.

Ann Marie joined our Board in January 2017 and has served on the Fundraising Committee and the Heart to Heart Gala Subcommittee since that time.

Staff Members 2025-2026

MANAGEMENT

Elizabeth Pierce	Executive Director
Joscelyn Henderson	Clinical Director
Anna Aitchison	Clinical Manager
Tracey Camacho	Clinical Manager
Mimma Tolfo	Clinical Manager
Steve Burnett	HUB / Facilities Manager
Sue Talmey	Director of Finance

ADMINISTRATIVE SUPPORT

Tania McClean	Executive Assistant
Deneen Nolte (Retired)	Program Support & Volunteer Coordinator
Wendy Sachs	Client Care Navigator
Lisa Goring	Reception

PROGRAM STAFF

Ambika Preethi	Psychotherapist
Deidre Martin	Psychotherapist
Janelle Small	Infant Mental Health Specialist
Jessica Hamel	Psychotherapist
Karthiga Naguleswaran	Intake Worker
Katherine Stork	Family Navigator
Krystal Olejko-Qaqish	Psychotherapist
Lynette Temmerman	Systems Supervisor & Group Therapist
Matthew Robertson	Psychotherapist
Megan Evans	Psychotherapist
Natasha Scott	Safer Families Therapist
Nicole O'Neill	Psychotherapist
Paige Hewie	Counsellor
Sarah Pagniello	Psychotherapist (Bilingual)
Sarah Thorne	Gender-Based Violence Casemanager
Sebastian Tirovolas	Psychotherapist
Terri-Lynn Villeneuve	Counsellor
Tracey Karsten	Early Literacy Specialist, Childminder

GROUP PROGRAM CHILD MINDERS

Naomi Chapin	Childminder
Max Garganta	Childminder
Patricia Lopes	Childminder
Leah MacInnis	Childminder



CFSD

HELP TO HEAL, MOVE
FORWARD, *and* THRIVE.

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