

John McGivney

CHILDREN'S CENTRE

Annual Report
2024-2025



Leadership Message

To our JMCC Community

This past year has been one of momentum, impact, and heart.

Guided by our 2023-28 Strategic Plan, we've embraced a clear path forward—one rooted in inclusion, innovation, and family-centred care. Every milestone we've reached is a reflection of that vision and our deep commitment to the children and families we serve.

We were proud to expand access to vital services, including the launch of our new Audiology Program in partnership with Connections and the Infant Hearing Program. Our new Specialized Intake Clinics dramatically reduced wait times for hundreds of families—and we've been proud to share this success with peers across the province. Through initiatives like our Family Support Fund and enhanced interpretation services, we continue to break down barriers so that families feel fully supported.

JMCC also continued to lead in research and innovation. From brain-computer interface testing to AI-assisted care planning and inclusive school-based strategies, our collaborations with CanChild and others help bring the latest evidence-based care to our community.

None of this would be possible without the passion and dedication of our board, staff, volunteers, donors, and partners—and the lived experiences shared by our Youth and Family Advisory Councils. Their voices are at the heart of everything we do.

In March 2025, we were honoured to once again receive Exemplary Standing from Accreditation Canada. This recognition is a testament to the quality of our programs and the unwavering commitment of our team to excellence, equity, and compassionate care.

Together, we're continuing to build on more than 46 years of trusted service—focusing on what matters most: providing exceptional care and helping every child and youth reach their full potential. We are truly grateful to walk this journey alongside our families, partners, and community. And we're excited for all that's to come.



Jennifer Jovanovski

Jennifer Jovanovski, RN
Chief Executive Officer



Terry Johnson

Terry Johnson
Chair, Board of Directors

Executive Board

Terry Johnson, Chair
John Herhalt, Vice Chair
Ken Kapustiak, Past Chair
Allan Cohen, Treasurer

Directors

Ann Diab
Wiquar Hussain
Shantelle MacLean
Kevin Matte
Sarah Picco
Kathleen Roberts
David Sundin
John-Marc Vachon

Board Community Members

Christen Abraham
Cherlene Cheung

Family Engagement Consultant

Irfana Baig

Family Advisory Council Members

Inshara Ansari
Irfana Baig
Cynthia Connell
Hiba Ismail
Amy Kelch
Kevin McShan
Sheila Ruggaber
Maria Saunders
Caroline Warkentin

Youth Advisory Council Members

Arta
Faith
Kayla
Marlayna
Meria



Team JMCC in Action

At JMCC, our staff go above and beyond—both in their daily work and in how they show up for each other and our community. From celebrating important milestones to raising awareness for meaningful causes, Team JMCC brings heart, energy, and enthusiasm to every event and initiative.



Advancing Excellence

OUR NEW QUALITY FRAMEWORK

At JMCC, we're always working to improve the care we provide to children and families. This year, we launched a refreshed Quality Framework that deepens our commitment to care that's safe, inclusive, and family-focused.

Built on six key pillars—Efficient, Timely, Family-Centred, Safe, Effective, and Equitable—this framework guides us in delivering care that's evidence-based and responsive to each family's unique needs. Whether it's reducing wait

times or ensuring culturally sensitive support, we're focused on what matters most: the well-being of children and families.

Our approach is supported by a strong Quality Management System, including a Board-level Quality Committee, a staff-and-family Quality Council, and tools like our Improvement Plan, Quality Policy, and Scorecard. Together, they help us lead with purpose and keep raising the bar.



Specialized Intake Clinics

IMPROVING ACCESS, REDUCING WAIT TIMES

In April 2024, JMCC launched a new initiative to help reduce wait times and improve access to services: Specialized Intake Clinics. These clinics use a faster intake process and a triage system to ensure that urgent referrals are seen sooner. The results of the initiative have been promising, with 75 clinics held and 330 families served. Notably, 62% of families were removed from the waitlist after their visit, having received the necessary resources. As a result, average wait times across JMCC services dropped by seven days.

An evaluation of the initiative revealed strong satisfaction from families. Of those surveyed, 96%

felt heard by care providers, 94% understood the information and recommendations provided, and 89% reported using the at-home activities suggested. Additionally, 88% saw improvements in their child's issue, and 93% found the clinic valuable to their child's health. These findings demonstrate that the program is helping more families receive the care they need more quickly. This successful initiative was also featured at the Empowered Kids Ontario (EKO) Annual Conference in April 2025.

Photo: JMCC Therapists Lisa Gignac and Christine Kipping present at EKO Conference.



JMCC's Family **Support** Fund

EASING FINANCIAL STRAIN

In today's economic climate, many families are under going financial pressure – particularly those raising children and youth with disabilities or developmental needs. Specialized equipment, mobility, and communication aides are often essential but not always covered by public or private funding.

Launched in June 2023, the JMCC Family Support Fund offers short-term financial relief. With generous support from individuals, businesses, and organizations like the Solcz Family Foundation, the fund helps cover costs such as specialized equipment and inclusive recreation programs.

Since its launch, the Family Support Fund has distributed \$51,557 to support 94 families.



Expanding Access to **Audiology**

SERVICES FOR WINDSOR-ESSEX

In response to a growing gap in pediatric audiology services in Windsor-Essex, JMCC has taken steps to expand a partnership with Connections that would bring these essential services closer to home. Through a partnership with the Infant Hearing Program (IHP) at Connections Early Years Family Centre, a soundproof audiology booth was installed at our Centre. The IHP through Connections provides the audiologist, equipment, and administrative support in the space 2-3 days per week. When not in use by IHP, the clinic will also serve JMCC clients needing non-IHP audiology services.

This initiative has the potential to greatly improve access, reduce travel time, and strengthen coordination between audiology and other rehabilitation services already provided at JMCC. It also lays the groundwork for future growth in hearing services for children in Windsor-Essex. We're excited about this opportunity to better meet the needs of our community and support children's development from the earliest stages.

Celebrating the

Impact of Our **Generous Donors**

We are proud to recognize just a few of the many remarkable donors who help empower children and youth at JMCC. Their generosity fuels our programs, expands access to care, and uplifts our families. We are deeply grateful to all who stand with us in our mission.

A RECORD YEAR FOR THE HARROW FAIR PIE AUCTION



The Brad and Joanne Stannard Memorial Pie Auction at the Harrow Fair made history again in August, raising a record-breaking **\$117,500** in a single hour.

Now in its 29th year, this cherished tradition was launched by the Stannard family to honour their late son Todd, who passed away at age seven. With roots in JMCC's earliest predecessor, the Red Cross Children's Program, their legacy of giving has inspired a community. Mark Stannard, with his wife Lisa

and sons Philip and Owen, continues the tradition with heartfelt dedication.

This year's incredible total brings the overall amount raised to **more than \$483,000**—an extraordinary legacy of love, community spirit, and generosity.



SOLCZ FAMILY FOUNDATION

LANGUAGE ACCESS IS CARE: SOLCZ FAMILY FOUNDATION SUPPORTS INTERPRETATION SERVICES

Access to care begins with understanding – and thanks to the Solcz Family Foundation, JMCC can continue offering essential interpretation and translation services to families who speak languages other than English.

As Windsor-Essex continues to grow in cultural diversity, so too has the demand for these services. Today, JMCC offers support in more than 37 languages, ensuring families can fully participate in their child's therapy from intake through every stage of care.

In 2024, the Solcz Family Foundation awarded JMCC a **\$40,000** grant to sustain this critical initiative. A long-standing partner of JMCC, their generosity has also helped launch the **Family Support Fund** and the **Family Engagement Consultant role** – each designed to reduce barriers and strengthen family-centred care.



THE GIVING EIGHT: DRIVING CHANGE THROUGH GOLF

For the fourth consecutive year, The Giving Eight selected JMCC as the beneficiary of their Annual Impact Golf Tournament, held each September. Their continued commitment has resulted in an incredible **\$40,000** raised to date.

The Giving Eight is a dynamic group of business leaders from Windsor-Essex dedicated to making a difference through philanthropy and community collaboration. We thank them for helping children and youth with disabilities thrive.



FAMILY AND YOUTH ENGAGEMENT AT JMCC

Strengthening Connections

YOUTH ADVISORY COUNCIL (YAC)

Our Youth Advisory Council remains a driving force in promoting youth engagement at JMCC. These passionate self-advocates share their experiences to support others navigating similar journeys.

This year, the YAC and past clients serving as Youth Advisors created a video for teens entering high school—full of humour, honesty, and practical advice. It's available on JMCC's YouTube Channel.

The YAC also continues to promote their "Growing Abilities" video series, covering topics like self-advocacy, future planning, and overcoming obstacles.

They also played a key role in our recent accreditation, sharing their insights with representatives from Accreditation Canada and DEI consultants.

FAMILY ADVISORY COUNCIL (FAC)

Celebrating its seventh year, the Family Advisory Council continues to be a passionate voice at JMCC. Made up of dedicated parents and former clients, the FAC works with Centre leadership to propose and support annual projects to the Board of Directors.

A highlight this year was the production of a professional video offering tips for parents preparing to send their child to school for the first time. To reflect the diversity of JMCC families and grounded in lived experience, the video, which is available in English and Arabic, features three parents and a child.

Supporting caregivers was another priority this year. In collaboration with JMCC's social work team and the Ontario Caregiver Organization, the FAC launched a monthly online support group. Council members helped shape the group's topics, format, and schedule.

IRFANA BAIG

OUR FAMILY ENGAGEMENT CONSULTANT

This past year, JMCC's leadership team prioritized outreach to newcomer families, and in October, JMCC contracted Irfana Baig as our new Family Engagement Consultant. She quickly made an impact by creating inclusive spaces where families could connect and participate in activities.

Working closely with the FAC, Irfana has led or supported 11 events—including a life-size Snakes & Ladders Game Night, Holiday Party, Movie Night, and information sessions—engaging over 70 families and more than 100 participants.



Research & Innovation

AT JMCC

EMPOWERING YOUNG MINDS: JMCC'S ROLE IN BRAIN-COMPUTER-INTERFACE INNOVATION

JMCC proudly joined a pioneering national research initiative exploring Brain-Computer Interface (BCI) technology aimed at enhancing communication and mobility for children with complex needs.

This groundbreaking initiative is funded by a historic \$30-million donation from The Slight Foundation—the largest private investment in disability in Canadian history—and will support a unique partnership of 11 national and regional disability organizations. Led by Holland Bloorview Kids Rehabilitation Hospital Foundation and the Rick Hansen Foundation, the project brings together clinicians, engineers, researchers, and families to test how BCI systems can support greater independence and participation.

Empowered Kids Ontario (EKO) is one of the recipients, and we are proud to be included as

AI AND RESOURCE ALLOCATION IN CHILDREN'S TREATMENT

JMCC was successful in partnering with CanChild at McMaster University and two other Children's Treatment Centres to secure funding for a pioneering pilot study exploring how artificial intelligence can enhance service planning at Ontario's Children's Treatment Centres. By analyzing free-text responses from the "About My Child" tool, the project aims to convert qualitative caregiver input into structured data, aligned with the International Classification of Functioning (ICF). This innovative approach supports smarter, needs-based resource allocation, ultimately improving care for children with developmental disabilities across the province.



one of the four sites in the first cohort to access this transformative technology.

At JMCC, our team will continue to provide clinical expertise and support testing of BCI systems with children and families in our community. By helping to translate this emerging technology into practical tools, we are advancing our mission to foster innovation, inclusion, and empowerment for every child.



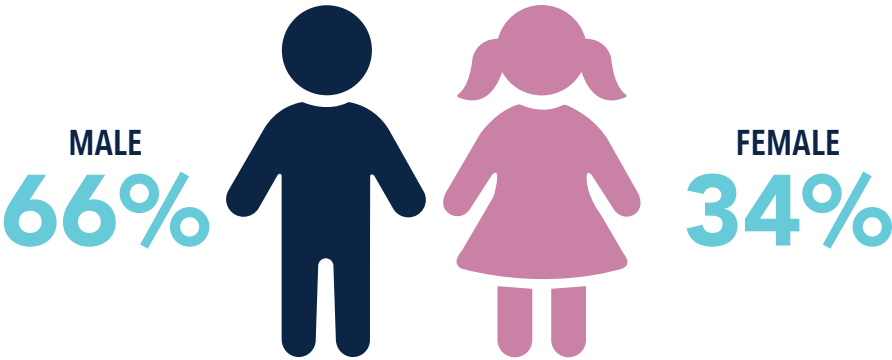
PARTNERING FOR CHANGE: THE POWER OF COLLABORATION

JMCC continued our work with the Partnering for Change (P4C) research project, led by CanChild at McMaster University. This initiative focuses on school-based strategies that support inclusive education for children with disabilities. Our involvement helps advance practical, evidence-based approaches that strengthen collaboration among educators, families, and therapists.

Our Impact

4,204
INDIVIDUALS SERVED

AVERAGE AGE: 8.2 YEARS



NEW REFERRALS
2,379

102
TOTAL STAFF



92 FULL TIME
(INCLUDING CONTRACTS)

10 PART TIME



42
VOLUNTEERS

BOARD DIRECTORS, BOARD
COMMITTEE MEMBERS,
FAMILY ADVISORY COMMITTEE
MEMBERS, YOUTH ADVISORY
COMMITTEE MEMBERS,
COMMUNITY MEMBERS

43,910
VISITS

VISITS BY LOCATION



12,410
TELEPHONE/EMAIL VISITS



9,288
IN CENTRE



21,182
IN SCHOOL



267
VIRTUAL

SCHOOL-BASED REHABILITATION SERVICES

106
SCHOOLS
SERVED

4
SCHOOL
BOARDS

6
PRIVATE
SCHOOLS

Services

JMCC's clients may receive multiple services tailored to their individual needs. This section highlights the number of clients served across JMCC's core programs. In addition, JMCC delivers specialty initiatives

—including Autism Services in partnership with TVCC, Orthopaedic and Rheumatology Clinics, Transition Clinics, and the Cleft Lip and Palate/Craniofacial Dental Program—that further support children and families.



2,417

OCCUPATIONAL
THERAPY



1,524

SPEECH-LANGUAGE
THERAPY



422

SERVICE NAVIGATION /
SMARTSTART HUB



919

PHYSIOTHERAPY



307

FAMILY SERVICES/
SOCIAL WORK



96

THERAPEUTIC
RECREATION

CLIENT/FAMILY ENGAGEMENT AND SUPPORT



1,092 HOURS

Clients/families provided
support to JMCC (paid/volunteer)



886 VISITS

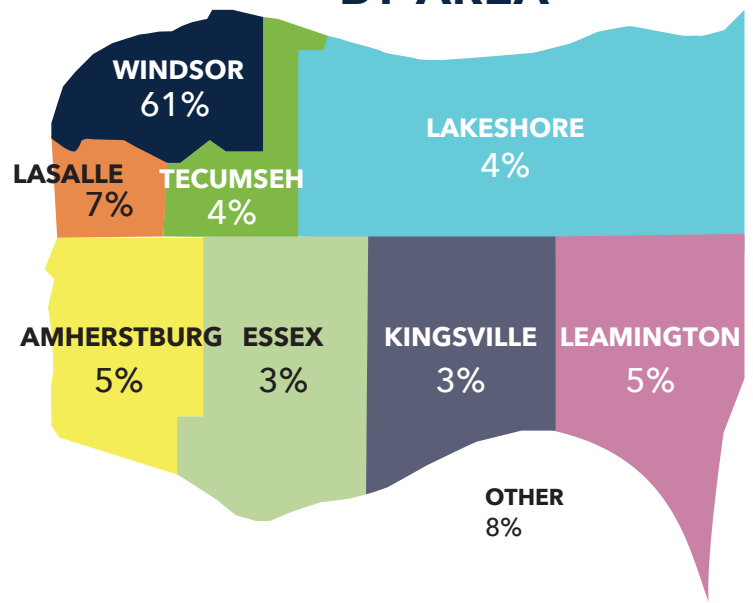
Virtual Interpretation Services
30 different languages



351 VISITS

In-Person Interpretation Services
9 different languages

INDIVIDUALS SERVED BY AREA



Our Gracious Donors

April 1, 2024 – March 31, 2025

Celebrating Generosity: The Donors Who Make Our Mission Possible

We are deeply grateful to the individuals, families, businesses, and foundations whose generous contributions helped fuel our mission and uplift the children, youth, and families we serve.

While some donors have chosen to remain anonymous, we extend our heartfelt thanks to every supporter whose kindness makes a difference every day.

\$100,000 - \$499,999

Stephanie & Barry Zekelman Foundation

\$50,000 - \$99,999

Ontario Trillium Foundation
Solcz Family Foundation

\$10,000 - \$49,999

EnerQuest Technologies Solutions Inc.
Hometown Family Pharmacy
Sylvestre Enterprises
The Giving Eight Community Support
Bob Bell

\$5,000 - \$9,999

Philip & Pam Bezaire
The Charles and Ethel Cohen Family Foundation
Harrow Home Hardware
Knights of Columbus 5642, St. Joseph Council
The May Court Club of Windsor

Plasman Plastics Inc.
Marlene Richard
WindsorEssex Community Foundation
Windsor Spitfires Foundation

Our Gracious Donors

\$1,000 - \$4,999

All Canadian Entertainment
Architectural Design Associates
Arla & Michael Peters
Chris Sauve
Chris Slivocka
Edward Cepuran
Frank & Theresa Robinet
Grand River Navigation Company Inc.
Heidi Umphrey
Judy Newman

Justin Stevenson
Knights of Columbus, Council 9528
Moramos Shrine Club (Windsor)
Neil McBeth
Pierre & Molly Poirier
Priscilla's Presents
Richard Levergood
Rick Hedges
Robert Boose
Salter Farms

Scott MacLean
Scott Waters
Scottish Rite Charity Bingo
Tamara Stomp
The Dreaming Tree
West Windsor Power
Western Equipment Limited
William Frank
Windsor & Essex County Dental Hygiene Society

\$100 - \$999

Cavalier Tool & Manufacturing
Colchester Farms
Epworth United Church Women
Fort Malden Chapter #268 O.E.S.

Harrow Fair Board
Harrow Feed Store (1560883 Ont. Ltd.)
Sarkis Isaac Professional Corporation

Strategic Charitable Giving Foundation
Valente Dentistry Professional Corp.
Visitation Parish Catholic Women's League

Aliya Vazir
Allan Cohen
Alphonse Habiyakare
Amanda Ward
Ann Diab
Anna Byrne
Anne Anderson
Annette Martin
Anthony & Milva Gagliano
Armand Pare
Barbara & Bob Tattersall
Betty Ouellette
Brian Cook
Brianna & Jacob Prodan
Bruce Wheatley
Chris Lewis
Chris Richard
Cindy Gagnier
Cindy Schuster

Danielle Tullio
Debbie McGivney
Elizabeth Haugh
Elizabeth Viveash
Fay Dutka-Zavitz
Frank Lovrecich
Gerald Trombley
Gerry Demers
Gianmarco Giglio
Imelda Basso
Ivana Favaro
Jack MacRae
James Robertson
Jennifer & Stan Bechard
Jennifer Valente
John & Marie Guthrie
John Boddy
John Herhalt
John Ouellette

John Stein
Jonathan Loiselle
Judy MacKenzie
Karen Arnold
Karen Papps
Katherine Buchner
Katherine Preney
Lisa & Louis Raffoul
Lois Rivest
Lora Thompson
Marc Pillon
Margaret & Silver Leach
Maria Boschin
Mary & Robert Hall-Brooks
Mary Ellen Meloche
Maurice & Dianne McVitty
Mena Pontieri
Michael & Doreen Solcz

Michelle Ieraci
Nancy Jammu-Taylor
Paramvir Sekhon
Patricia McGivney
Patrick Reynolds
Raymond Marchand
Rebecca Colini Pelletier
Richard & Barbara Scratch
Richard and Margaret Rivard
Richard Kennedy
Sabrina Amicone
Sally Bell
Sister Sheila McKinley
Therese Johnson
Tony Haddad
Victor & Marilyn Hebert
Victoria Garardo
William & Heather Woschenski

Financials

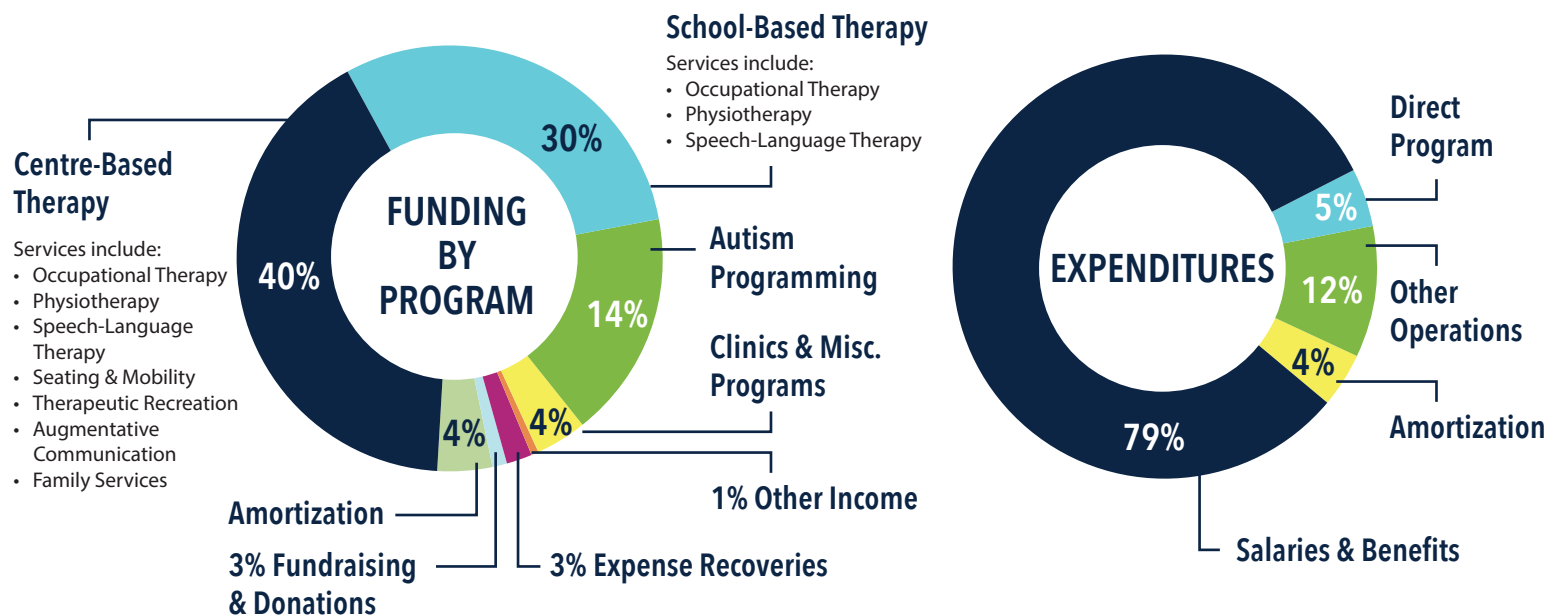
JOHN MCGIVNEY CHILDREN'S CENTRE

Statement of Operations

Year ended March 31, 2025

	2025	2024
Revenue:		
Centre-Based Therapy	\$ 4,686,807	\$ 4,410,548
School-Based Therapy	3,502,384	3,278,994
Autism Programming	1,651,511	1,718,246
Clinics & Misc Programs	453,537	398,980
Fundraising, Donations & Grants	403,718	473,920
Expense Recoveries	328,506	299,561
Other Income	135,740	149,103
Amortization of Deferred Capital Contributions	474,786	463,917
	<u>11,636,989</u>	<u>11,193,269</u>
Expenses:		
Salaries & Benefits	9,040,783	8,540,613
Direct Program	531,096	380,562
Other - Operations	1,407,676	1,446,353
Amortization of Property & Equipment	468,146	456,278
	<u>11,447,701</u>	<u>10,823,806</u>
Excess of Revenue over Expenses	<u>\$ 189,288</u>	<u>\$ 369,463</u>

A complete set of audited financial statements is available upon request.



Advancing **Inclusion** at JMCC

ANOTHER STRATEGIC LEAP FORWARD



In 2025, the John McGivney Children's Centre reviewed and enhanced our Inclusion Strategy – a major step toward becoming a leading equitable and inclusive organization. Developed through meaningful engagement with staff, families, leadership, and board members, the strategy is grounded in Disability Pride and a deep respect for each individual's unique identity and experience. Our approach emphasizes cultural humility, mutual care, and the creation of brave spaces—where all voices are heard and valued.

Key actions already underway include staff training in bystander intervention and microaggressions, translation of key materials into accessible formats, and planning for inclusive mentorship programs. We are also laying the groundwork for a Truth and Reconciliation Action plan which will be in partnership with Indigenous Communities.

We recognize that real change takes time. This strategy sets us on the path to a more inclusive future—one where every client, family, and team member truly belongs.

Accreditation Excellence

A POWERFUL REFLECTION OF JMCC'S VALUES AND VISION

In March 2025, the John McGivney Children's Centre (JMCC) was once again awarded Exemplary Standing—the highest level of accreditation from Accreditation Canada. This marks the second consecutive time JMCC has received this honour.

The recognition followed a comprehensive on-site assessment that engaged JMCC staff, families, board members, and community partners. Accreditation Canada surveyors highlighted several standout achievements: the introduction of new services that support audiology, life transitions, and employment readiness; the implementation of effective strategies for infection control and waitlist management; and JMCC's leadership in both risk management and quality improvement. Of particular note was the Centre's strong

commitment to meaningful family and youth engagement, with robust involvement from its youth and family advisory councils.

This outstanding result reflects the dedication of JMCC's team and our ongoing commitment to excellence in care for children and youth across Windsor and Essex County. It also serves as a fitting close to our Annual Report—capturing the heart of who we are and reaffirming everything we strive for: quality care, inclusive support, and a stronger future for all children and youth we serve.



Proudly accredited by Accreditation Canada
2025-2029



helping abilities grow

The John McGivney Children's Centre is a paediatric outpatient health facility serving children and youth across Windsor-Essex.

- Occupational Therapy
- Physiotherapy
- Speech Language Pathology
- Family Services
- Augmentative and Alternative Communication
- Therapeutic Recreation
- Seating and Mobility
- School Based Rehabilitation Services (SBRS)
- Autism Services
- Specialty Clinics
- SmartStart Hub Services

The John McGivney Children's Centre is funded by the Ministry of Children, Community and Social Services

For over 46 years, we have supported the communication, developmental, and physical needs of infants, children, and adolescents – from birth to age 19, and up to 21 for those still in high school. Our family-centred services are delivered at our Centre, in schools, virtually, and throughout the community.



(MCCSS) and works in close collaboration with network partners funded by MCCSS and other ministries including the Ministry of Education and Ministry of Health.



Proudly accredited by
Accreditation Canada
2025-2029

www.jmccentre.ca



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📠 519.252.5873

✉ info@jmccentre.ca

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