



NORTH OF
SUPERIOR
COUNSELLING PROGRAMS
Programmes de Counselling
Nord du Supérieur

A Year Like No Other

2020-2021 ANNUAL REPORT

Navigating the unknown and new ways of being during the
COVID-19 Global Pandemic



Vision

Healthy People, Resilient Families, Vibrant
Communities across the rural District of
Thunder Bay



Mission

Working together to optimize health and
well-being



Strategic Goals

Continuously working to provide a range of mental health and addiction services across the lifespan that:

- Optimize the Mental Health and Addiction Service System
- Focus on Whole Health
- Enhances System Capacity and Resilience



Values

- Inter-connection
- Collaborative Partnerships
- Public Service
- Service Excellence



Core Concepts

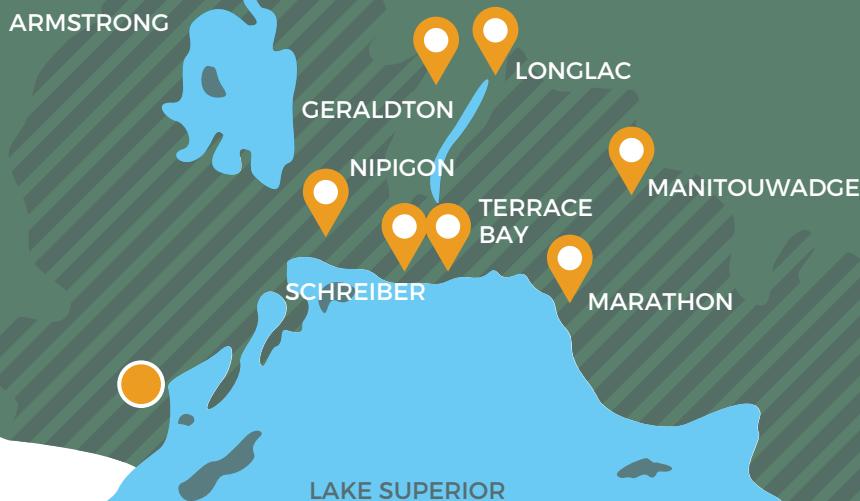
- Client-centered
- Systems of Care
- Innovative Approaches
- Local Solutions



Service Area

Proudly governed, managed and delivered within the District of Thunder Bay since 1983, North of Superior Counselling Programs (NOSP) continues to be committed to being a leading provider of community-based mental health and addition services across the lifespan.

The NOSP Board, Management and Staff respectfully acknowledge the Robinson Superior Treaty Area and Treaty 9 that the North of Superior Counselling Programs service area falls within.

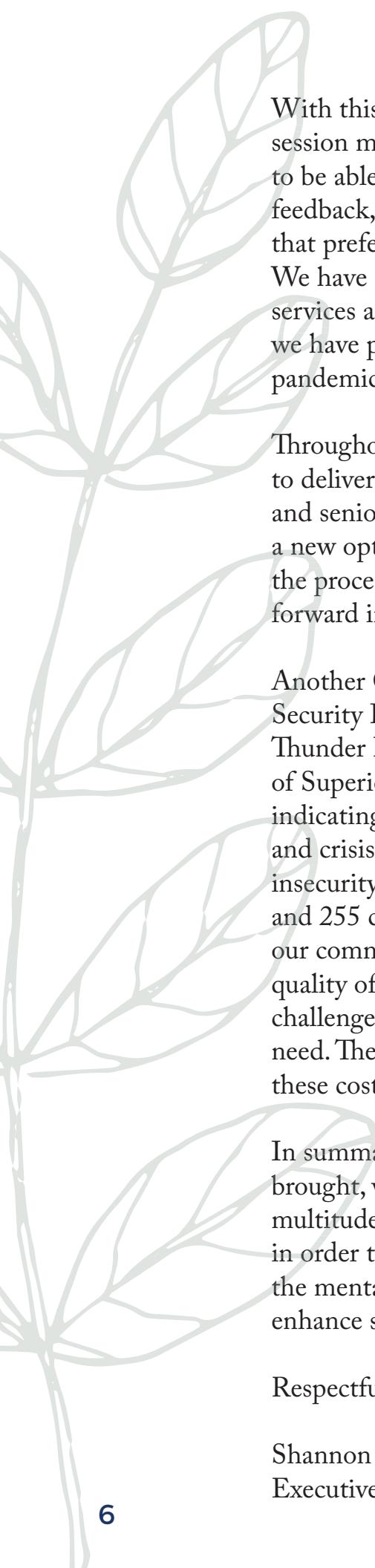




Message from Executive Director and Board Chair

The fiscal year of 2020-2021 has most certainly been a year like no other. The global pandemic has forced us into unknown waters and ways of doing things that have never before been navigated. As with any change, it has been a process with hard lessons learned but also the evolution of many opportunities that were once believed to be impossible only to now be prioritized as necessary and rolled out to ensure continued client care and support.

First and foremost, we would like to acknowledge and honour the resilience and endurance of the North of Superior Counselling Programs (NOSP) staff and management team. Despite the constant changes, new protocols and ever pivoting practices being introduced as part of the pandemic response planning, the staff and management team stepped up to the call in order to make sure NOSP services continued to be available to our clients, partners and communities. This dedication speaks to the commitment to, and belief in, the services that NOSP provides while also shining light on the professionalism of the individuals that contribute to the steadfast foundation of the Agency. To all staff and Management: we thank you, we honour you, and we truly value your efforts and contributions.



With this foundation, NOSP was able to shift from the primarily in-person session model of service delivery to also include virtual options for clients to be able to continue accessing counselling and support. Based on client feedback, the virtual option will continue beyond the pandemic for those that prefer this option over in-person for a multitude of different reasons. We have also heard loud and clear from many clients that in-person services are not only preferred, but necessary for their care and support and we have proudly been able to continue this essential service throughout the pandemic while following the strict COVID safe protocols.

Throughout the year, NOSP has also collaborated with different partners to deliver virtual groups for a range of audiences including youth, adults and seniors all with good attendance, and positive learning. As these were a new option provided by NOSP, there has been a lot of learning through the process, but we are committed to continue evolving them as we move forward in order to ensure optimization of this option.

Another COVID specific project through the year included the Food Security Program that was provided in partnership with Children's Centre Thunder Bay in response to community feedback attained from the North of Superior Healthcare Group's weekly COVID Community Huddles indicating that many families were experiencing increased pressures and crisis as a result of many social determinant pressures such as food insecurity. This one-time program was allowing us to support 110 families and 255 children/youth across the District. Based on the feedback from our community partners this needed support offered needed relief: "...The quality of food and availability of finances to purchase healthy products is a challenge for families. Services like the local food bank are taxed due to the need. The food security program has greatly supported and off-set some of these costs" (Community Partner).

In summary, despite the many challenges this year like no other has brought, we are very proud that NOSP has worked hard to lean into the multitude of changes and challenges and to find the opportunities within in order to stay true to our strategic vision, mission and goals of optimizing the mental health and addiction system, focus on whole health and further enhance system capacity and resilience.

Respectfully,

Shannon Cormier
Executive Director

Adam Brown
Board Chair

COVID Community Engagement Survey Feedback

NOSP reached out to community members and clients to gain feedback and direction on how we can continue improving services during the pandemic and beyond. This is some of the feedback that was shared:

“I, personally, would enjoy the return to face to face interactions. I have certainly appreciated the continuing service via telephone, but do find face to face counselling comforting.”

In moving forward,

- “...need a combination of phone/online and personal counselling sessions.”
- “...need options of how to access services, a choice of face-to-face or phone if it suites better (for the client).”
- “the masks might make face-to-face harder that's why I would continue telephone sessions for now.”



2020-2021 Services Across the Lifespan

Children, Youth and Families

With 557 unique individuals (children/youth) serviced over the 2020-2021 fiscal year, NOSP provides a number of services for children and youth under 18 and their families:

CHILD/YOUTH/FAMILY SERVICES	INDIVIDUALS SERVED
Brief Service	108
Counselling & Therapy	357
Family Care Giver & Support	45
Intensive Services	28
Specialized Services	5
Targeted Prevention	319
MCCSS Developmental Referral/Family Support	38

NEW for 2020-2021 Fiscal Year: Supporting Mental Health with Food Security Support for Families Program

Made possible with the support and collaborative partnership with Children's Center Thunder Bay, we were able to extend this one-time program to support for families that had been experiencing escalated mental health pressures resulting from social determinant impacts as a result of the Pandemic.

Number of families supported	110
Number of children/youth supported	255
Number of Collaborative Community Partners to support the successful delivery of the program to families	21
Amount of one-time funding to support this program	\$35,000

“ Children's Centre Thunder Bay was happy to partner with North of Superior Counselling Programs in support of this program. We were successful in supporting the mental health of families and youth who were struggling with mental health which had been further impacted by limited resources and access to affordable food.”

~ Joni Nelson, Director, Programs and Services

What Clients Are Saying Across the Lifespan

Parents

“My child’s counsellor has helped my child open up about her problems and has provided great support to my child and family.” ~ Parent of registered child

“[The counsellor] knows exactly what she is doing when it comes to helping children and building trusting relationships with them. In the couple of months our family has worked with her we have made huge progress. My son now feels he has the tools to deal with worries.”

“I have actually been suggesting your services to others. I tell them what a difference it has made to my family. The accessibility is great too.”

“The counsellors are very respectful and listen to what you need help with. They provided many ideas for my son and also worked with his teacher to help him overcome the obstacles that he was facing.”

Teens/Youth

“Had a positive experience with my counsellor and learned how to cope with my anxiety/depression.”

“My counsellor has been helpful with my COVID related worries.”

“My counsellor has been really helpful and supportive.”

Food Security Referring Partners

“I believe that especially this year with covid, 2020 has been difficult for families to manage, which includes financially. Families in the District have had to shop local, which often means the cost of food is much more than would be in Thunder Bay buying in bulk. The food security program has greatly assisted families in obtaining adequate food for themselves and their children.”

“Great program. It is a tangible unexpected piece of support that has come at a time when the local economy is stressed, people are not working and isolated due to covid and community pandemic response. By addressing one of the social determinants of health at a critical time, it relieves some family stress so that parents can focus on other things for a short period.”

Adult Services

Mental Health and Addictions

For clients over 18 years of age, NOSP provides a range of services that include, but are not limited to assessments, counselling, referrals to residential treatment centers, pre/post treatment support, access to specialized services and some case coordination.

PROGRAM SERVICE	NUMBER OF INDIVIDUALS SERVED	NUMBER OF CLIENT VISITS
Adult Mental Health Counselling	944	3,128
Adult Mental Health Case Management	144	1,009
Substance Abuse	729	2,834
Problem Gambling	2	5

Support in Housing and Rent Supplement

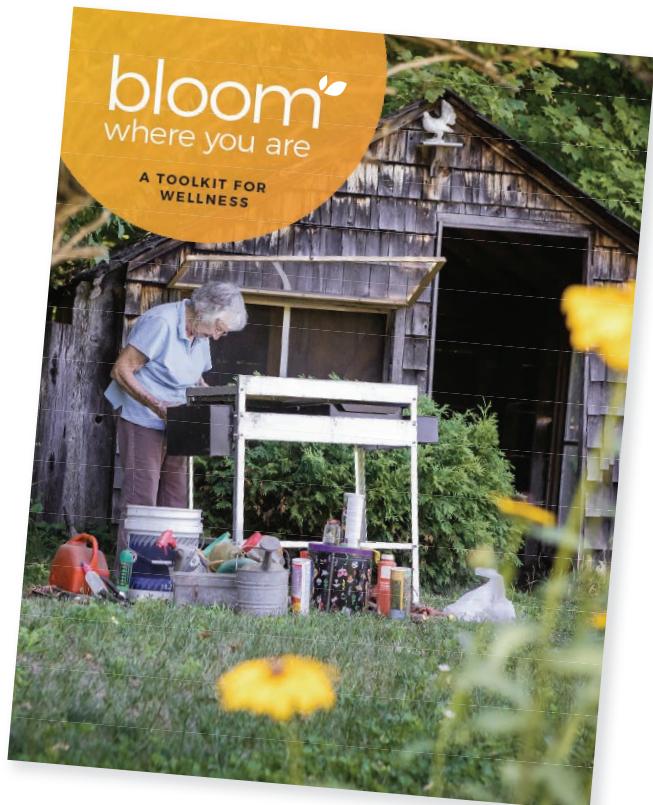
Funding for the Rent Supplement and Support in Housing program was first received in 2017 with an original 16 units. Since this time, NOSP has received an additional 8 units and have built the program up over time. Despite having staffing shortages in the program over this last fiscal year, NOSP was able to sustain the housing program while also finding innovative ways to ensure continued contact with our registered clients by accessing needed equipment such as cell phones for clients through different programs that were made available by valued partners such as (but not limited to) Thunder Bay District Social Services Administration Board.

TRENDING RENT SUPPLEMENT/SUPPORT PROGRAM				
DESCRIPTION	2017-2018	2018-2019	2019-2020	2020-2021
Number of funded units	16	16	24	24
Inpatient residential days	--	--	7,151	8,594
Individuals served	16	18	24	24

Senior Volunteer in Services (SVIS)

The SVIS program receives a very small amount of funding to deliver a volunteer-based friendly visiting program for seniors 55 and older. The dedicated SVIS Lead supports all volunteer management tasks as well as supports registered clients by offering wellness calls, making referrals, case management, counselling and other support as needed.

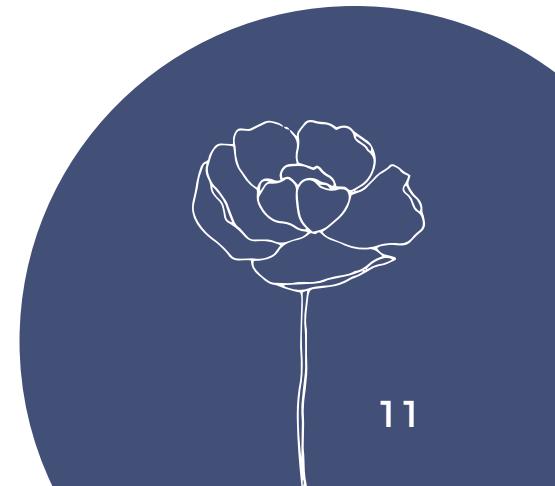
A SVIS COVID accomplishment throughout this fiscal year has been the newly formed collaborative community partnerships that have led to collaborative virtual wellness groups and work towards the creation of Wellness Kits for seniors that are aimed to help deal with feelings of isolation and pandemic fatigue. The Wellness Kits will include a beautifully designed manual that is chock-full of helpful strategies and information. The aim is to have the manual and Wellness Kits out to seniors across the District of Thunder Bay early in early summer.



NUMBER OF INDIVIDUALS SERVED	NUMBER OF CLIENT VISITS
82	1444

Trust in the magic of new beginnings.

~ Unknown



What Clients Are Saying Across the Lifespan

Adult Clients:

“My counsellors have always helped me through struggles in my life. It’s important to have someone to talk to.”

“Talking about your mental health is important. The staff I’ve worked with have been very helpful to helping me maintain my wellness.”

“Knowledgeable in helping me with my anxiety and helping me be more authoritative. I feel more in control of my life.”

“My counsellor is always honest with me and helps me process what I’m going through.”

“NOSP has a very positive group of counsellors that are very helpful, and really listen to what you have to say. This service is able to open up your eyes to things you never thought about before, and allows you to leave the session with comfort.”

“I like that I can call my counsellor when I’m really struggling and she supports me.”



Psychiatry and Specialized Services Across the Lifespan

To help bridge access to specialized services across the rural District of Thunder Bay, NOSP offers different options for registered clients, including, but not limited to Psychiatry.

Children/Youth Access to Sick Kids Tele-Health Psychiatry

NOSP works with registered clients to access Tele-Health Psychiatry through the Sick Kids Hospital in Toronto by submitting completed referrals, case coordination around the referral and follow up counselling and support based on the psychiatry recommendations.

TOTAL TELE-HEALTH
PSYCHIATRY REFERRALS

38

Adult Psychiatry Services

In partnership with the Extended Campus Program, Western University, Schulich Department of Psychiatry, NOSP proudly works with 4 dedicated psychiatrists to provide clients access to psychiatry services. The psychiatrists typically are available for both in-person and virtual sessions throughout the year, however as a result of the pandemic there were no in-person visits this year.

TOTAL TELE-HEALTH
PSYCHIATRY REFERRALS

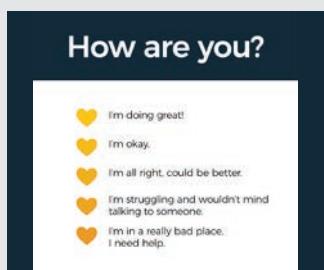
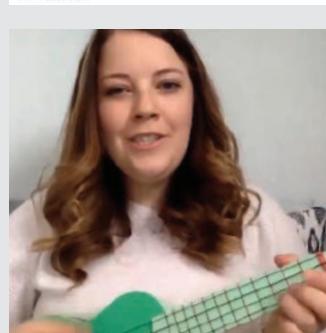
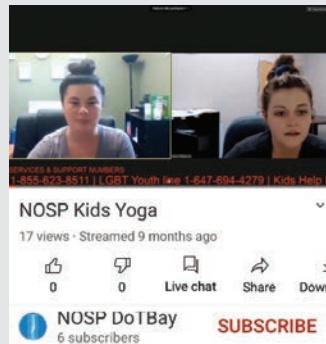
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TRENDING TOTAL INDIVIDUALS SERVED				
DESCRIPTION	2017-2018	2018-2019	2019-2020	2020-2021
Total Unique & Registered CHILDREN/Youth Served	2,024	2,089	1,838	1,457
Total Unique & Registered Adults Served	1,083	1,455	1,662	1,412
TOTAL	3,107	3,544	3,500	2,869

Pandemic Pivot Spotlights

Throughout the last year, NOSP introduced a number of new strategies for reaching out and supporting the rural communities across the District of Thunder Bay. Here are a few spotlights:

- Walk-in Clinics pivoted to Talk-in
- Virtual groups and webinars
- Increased Social Media Messaging and Outreach – go check the videos out on the NOSP Instagram, Facebook, Twitter and NOSP TBay YouTube pages!



Some Innovative Partnership-based Collaborative Innovations

Some of the Pandemic Collaborative Innovations across the District of Thunder Bay were captured as part of the work with the Mental Health and Addictions Pandemic Response Committee of the Ontario Health North Pandemic Regional Steering Committee and shared on the EEnet Connect (Evidence Exchange Network for Mental Health and Addictions: <https://www.eenetconnect.ca/search?searching=true&type=0-everything&queryString=MHANorth+Innovations>)

Community Huddles to Maintain Community Health

The Challenge

North of Superior Healthcare Group (NOSH) includes a large geographical area over which 7,500 residents are distributed. The area is sparsely populated, with 80km from one another, serving a total catchment area stretching 200km along the north shore of Lake Superior. NOSH is a small corporation with limited budget and human resources. There are a limited number of hospital beds which means the smaller communities could have easily been overwhelmed by the pandemic. NOSH looked to the community to come together to combine planning efforts in order to prevent the worst case scenarios for the COVID-19 pandemic.

The Solution

- NOSH and a small group of partners began weekly community huddles on March 3 to build a collaborative response to the COVID-19 pandemic.
- The huddles were based on the premise that good things happen when community partners get together and talk.
- NoTofR but worked together for a single outcome – a healthy community.
- The huddles grew the word of mouth.
- Some of the participants included the hospitals, 2 Family Health Teams, 3 municipalities, 3 First Nation communities, schools, mental health, industry, shelters, peer support, and more.
- With limited resources and a large geography, huddles created opportunities to link together, share resources and practices.
- Many innovations occurred within the huddles, for example, an Environmental Services team developed an information sheet for community partners in implementing Infection Prevention and Control measures.
- Able to plan for congregate work sites that drive the local economy such as a pulp mill and gold mine, support hundreds of workers to continue safely on the job during the pandemic.
- Each community organization contributed their unique lens and expertise focusing on everything from social connections, educational access, and commercial needs to maintain essential services.
- The area includes industry work where hundreds of external contractors enter the community.
- To date the North of Superior catchment has had zero cases of COVID-19.

The Process

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    graph LR
    1[NOSH identified need to collaborate] --> 2[Reached out to community partners]
    2 --> 3[Facilitated huddles through new web platform]
    3 --> 4[More community members joined through relationships]
    4 --> 5[North of Superior partners continue to huddle and plan for prevention]
  
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For more information on the Community Huddles to Maintain Community Health, contact: Adam Brown abrown@nosh.ca

To share your innovation, email mhanorth@hsnsudbury.ca

Mental Health & Addictions North COVID-19 Innovations

Rural Education and Mental Health Collective – District of Thunder Bay

The Challenge

The start of the pandemic in the North has been described by some as "everything going silent". Small communities scattered across a large geographical area suddenly disconnected. In the rural region of the Thunder Bay District, both educators and mental health providers immediately understood that relationships and connection would be critical to the well-being of children, youth, and families through the experience of COVID-19.

The Solution

- Three school boards and five community based mental health organizations connected and quickly formed a Collective.
- Goals of consistent and clear messaging focused on connection, mental health and availability of services & supports for children, youth and families.
- The strengths of this group included high participation and engagement, action focused meetings, and strong communication with their communities.
- Smaller, nimble task teams were created to take on work.
- The group rapidly collaborated on a virtual mental health week with different organizations taking on different days. The Collective also produced tip sheets on Substance Use Tip and Healthy Relationships & Family Wellness.
- Local schools made healthy foods available to families within the District.
- The groups collaboration has brought a strong and united voice to the District including streamlining resources and supports available that are relevant to our communities and contexts.
- As a result of this collaboration, there are also plans for shared professional learning across disciplines, (i.e., upcoming professional development days for school boards). There is potential for further growth in various areas and capacities.

The Process

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    graph LR
    1[School boards and mental health providers recognized need to collaborate in meaningful work to strengthen district communities] --> 2[Group was brought together via online platform]
    2 --> 3[Shared with information sharing to identify needs and community trends]
    3 --> 4[Moved to actions supporting connection, consistent messaging and family needs]
  
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For more information on Rural Education and Mental Health Collective – District of Thunder Bay, please contact: Tracy Bryson tbryson@snctsdb.on.ca Brandy Brake-Weldon BrandyBrakeWeldon@dilico.ca

To share your innovation, email mhanorth@hsnsudbury.ca

Mental Health & Addictions North COVID-19 Innovations

Meeting Educational and Mental Health Needs – Together!

The Challenge

During the pandemic, teachers and students were separated when schools were closed indefinitely. With no shared physical space and the absence of daily in-person contact, it was a challenge for teachers to stay connected with their students. North of Superior Counselling Programs (NOSP) clinicians who had previously provided in-school service were also in need of establishing a means to reconnect to students and provide supports. Due to issues with online access, NOSP and the Superior North Catholic District School Board (SNCDSB) recognized this to be a barrier for those students who had been receiving in-school mental health supports pre-pandemic.

The Solution

- NOSP immediately established a web platform to provide students and clients with phone and online counselling when the pandemic began. When it was discovered this would not work for SNCDSB students, the board created an account for the NOSP clinician on the school's online platform to allow the clinician to continue counselling services with students.
- SNCDSB connected with families directly to assess needs related to availability, connectivity and technology. The school board provided a mobile hotspot ("rocket hub") for families without internet access, and delivered laptops to all students who needed one.
- The NOSP Clinician and a SNCDSB Educator worked together to meet the needs of Kindergarten students who needed extra support in engaging with online platforms. The Clinician/Educator team set up weekly live learning opportunities focused on engagement and social connection. These live Kindergarten learning sessions were successful in engaging kindergarten students as well as their parents and siblings. Activities included: scavenger hunts, bingo, mother and father's day crafts, teddy bear picnic, and show and tell. Any activities that required materials were put together into kits and delivered to the children's homes by the school Principal.
- The requirement to move to virtual education and mental health supports provided an opportunity for all to learn new online skills, with future plans to incorporate more technology in the classroom as an extra learning tool.
- Normally, children would be seen individually in-school for counselling. Whereas as counselling sessions at home relied on family engagement, with some virtual sessions include the full family around the table with changes now happening at a household level.

The Process

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    graph LR
    1[SNCDSB and NOSP closed physical doors, transition to online services] --> 2[Reach-out to families to assess technology and internet needs]
    2 --> 3[Design learning activities for virtual and home environment]
    3 --> 4[Use of secure web platforms to provide counselling virtually]
    4 --> 5[Combined approach with Educator and Clinician to support educational and mental health needs for students and their families]
  
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Mental Health & Addictions North COVID-19 Innovations

Greenstone Collaborative

The Challenge

The Greenstone region includes five small communities and six First Nations, spread across 3,172 square km, with limited resources for a large geography. The communities found themselves with decreased staffing due to the pandemic, and they were also under-volunteered since seniors, who are particularly vulnerable to COVID-19, make up a large portion of Greenstone's volunteers.

The Solution

- The Greenstone Collaborative decided to meet bi-weekly during the pandemic. The purpose of the meetings would be to share information, identify gaps in services, and to discuss possibilities for ongoing safe and healthy supports to community members.
- Surrounding rural communities were able to leverage the existing virtual platforms that were already in place to support services across the large geography of the area—now also supportive during a pandemic where distance is necessary. The municipality provided a web space to upload service provider updates and information.
- The Collaborative worked together to maintain wellness of front line staff by sharing information and resources on how to support team members through the pandemic.
- The Collaborative was also an effective table to share and dispense new and needed information, for example, that food hampers were being delivered in community and registration was occurring via People Advocating for Change through Empowerment.
- The OPP helped bridge numerous gaps, including distributing essential safety resources, harm reduction information and kits to those in need.
- Initiated by the Geraldton District Hospital and TBDSaAB, the first isolation center in the District of Thunder Bay (East) was opened in Geraldton, with all partners prepared to provide support and services as needed.

The Process

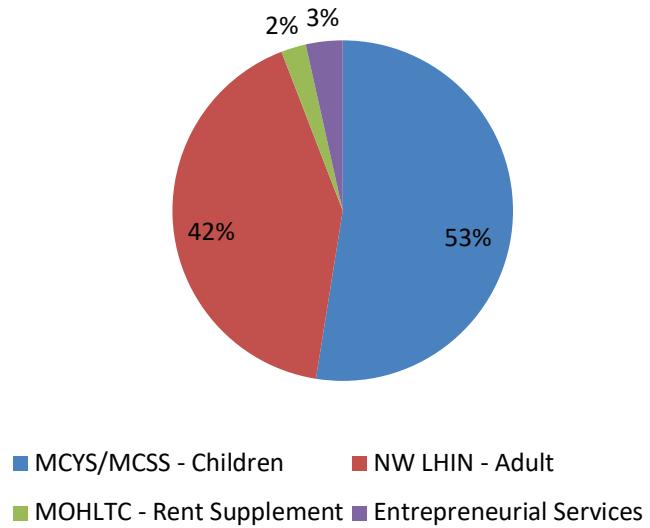
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    graph LR
    1[Greenstone Collaborative increased frequency of meetings] --> 2[Leveraged existing virtual platforms for connection, communication and service delivery]
    2 --> 3[Information sharing across Greenstone]
    3 --> 4[Opened an isolation shelter with partnership and provider commitments]
    4 --> 5[Greater integration to meet the needs of community members]
  
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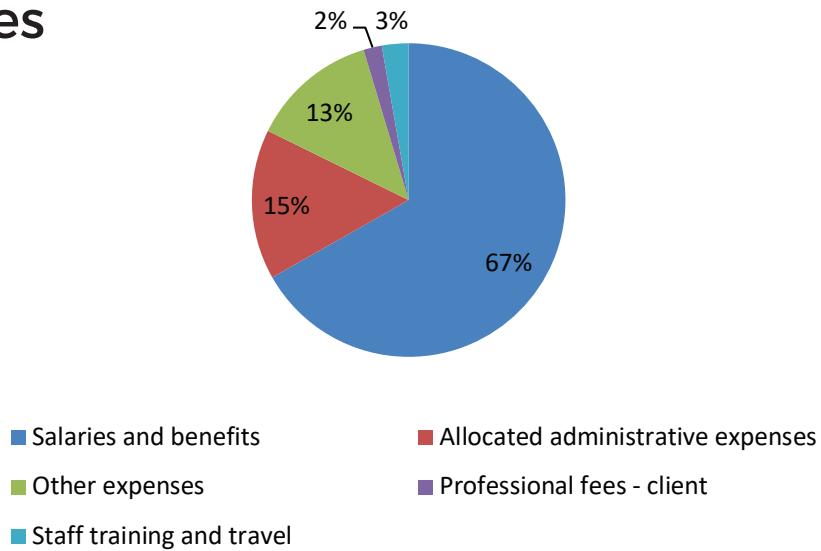
For more information on Greenstone Collaborative, please contact:

Financial Summary

Funding



Expenditures





Statement of Operations

NOSP has a service agreement with the Nipigon District Memorial Hospital to provide back office financial services and support. The following provides condensed financial information for the 2020-2021 fiscal year. Fully audited financial statements are available on the NOSP website: www.nosp.on.ca.

Statement of Operations	MCYS/MCSS Children	NW LHIN Adult	MOHLTC Rent Supplement	Entrepreneurial Services	Other	2021 Total	2020 Total
Revenue	\$	\$	\$		\$	\$	\$
Net Ministry funding	1,915,759	1,518,508	86,305	-	-	3,520,572	3,495,635
Other revenue	-	-	-	127,327	347	127,674	195,521
	1,915,759	1,518,508	86,305	127,327	347	3,648,246	3,691,156
Expenditures							
Salaries and Benefits	1,297,329	1,034,938	-	80,483	-	2,412,750	2,549,230
Allocated administrative expenses	230,226	329,003	-	-	-	559,229	531,860
Other expenses	331,846	43,293	86,305	11,320	-	472,764	404,912
Professional fees - client	-	68,287	-	-	-	68,287	77,199
Staff training and travel	56,358	42,987	-	-	-	99,345	56,815
	1,915,759	1,518,508	86,305	91,803	-	3,612,375	3,620,016
Excess of revenue over expenditures	-	-	-	35,524	347	35,871	71,140

Strengthening & Supporting our Employee Crew

In our ongoing commitment to supporting and empowering Healthy People, Resilient Families and Vibrant Communities, NOSP also recognizes that we must also support staff wellness.



Wellness Committee Activities

The focus for the 2020-2021 fiscal year for the NOSP Wellness Committee was on self-care, staff connection, and beginning to create NOSP unified voice across the district of Raising Awareness and Stigma. As part of the workplan here is a few things the Committee organized for staff throughout the year:

- Coping Skills team PDF
- 30 days mindfulness challenge – encouraging staff to take 5 minutes out of their working day to practice mindfulness
- Back on Track (Time Smart) webinar and book
- Annual Christmas Door contest
- Pink Shirt Day
- Friend Match Making – staff were encouraged to increase their connection and matched up across the district to connect each day



- Echo self-care weekly Fridays
- Team retreats continued from Guarding minds – guarding minds not implemented in 2020-2021

In addition to all of this, the Wellness Committee also revisited and updated Terms of Reference in January 2021 to finalize an updated plan that aligns with NOSP Strategic Directions and bridge a social media presence of NOSP activities to be carried out in 2021-2022.

All Staff Virtual Retreat

NOSP also held an All Staff Virtual Retreat that brought in guest speakers including Stephanie Staples, Tanice Marcella and Doug Crouch. The focus on the Retreat was to remind the hardworking Crew of NOSP to also remember to “Shine their own lights” in order to be able to continue being a shining light for so many others.



Celebrating Our Staff



2020 YEARS OF SERVICE AWARDS

Annie Roy	5	Adult Counsellor
Darcie Donaldson	5	Adult Counsellor
Gillian Patterson	10	Adult Counsellor
Amy Sutherland	30	Program Assistant

2020 STAFF ACCOMPLISHMENTS AND CELEBRATIONS AGENCY TRAINING

39 staff participated a number of COVID-19 Compliance and Health and Safety Trainings

16 staff refreshed AODA Customer Service Training

15 staff refreshed their WHIMIS Training

22 staff received Cognitive Behavioral Therapy (CBT) Training

Advancing Education

Sophia McGill, Gillian Patterson (Yorkville University) and Erin Walker (Athabasca University) are all working on their Master's degrees with the required practicums ahead. Congratulations on completing all the course work so far, keep up the good work!

We are also very excited to share that Annie Roy will officially be completed her education from Laurentian University in early spring (May), congratulations Annie.

Registration

Lisa McKenzie met all requirements to become a Registered Social Services Worker with the Ontario College of Social Workers and Social Service Workers. Congratulations Lisa! You have worked hard to achieve this registration, which also involved successfully achieving upgrading with advanced education.

Another Transition Ahead

With the 2020-2021 fiscal year coming to an end, we have another transition ahead with the changing of the NOSP Captain: Shannon Cormier has been with NOSP since 2013 leading the Agency through many positive transitions, growth and transformations. Early in the 2021-2022 fiscal year, Shannon will be leaving the Agency with Bobby Jo Smith onboarding as the new leader. NOSP thanks Shannon for the years of service and leadership and welcomes Bobby Jo to the Agency. We are looking forward to building on the strong foundation that has been built and optimizing on all the new possibilities ahead.



THANK YOU · MIIGWECH · MERCI

The extensive and important work NOSP is able to accomplish would not be possible without our many valued collaborative partners and funders.

To our many valued collaborative partners, we thank you:

Canadian Centre for Accreditation	Alzheimer's Society	District Hospitals, Medical Clinics, Health Centres, and Physician Groups
Children's Centre Thunder Bay (District of Thunder Bay Lead Agency)	Centre for Education and Research on Aging & Health/ Lakehead University	ECHO Ontario Mental Health and CAMH & U of T – Centre for Addiction and Mental Health
District of Thunder Bay Children's Aid Society	Responsible Gambling Council	Centre for Addiction and Mental Health Thunder Bay
Dilico Anishinabek Family Care	District of Thunder Bay Municipalities and Municipal Libraries	NorWest Community Health Centre
George Jeffry Children's Centre	Senior Centres	Thunder Bay Counselling Centre
Canadian Mental Health Association of Thunder Bay	Geraldton Hospice Northwest	Probation Services
BISNO	Elder Abuse Ontario	CUPE
Sister Margaret Smith Centre	Thunder Bay District Social Services Administrative Board	Extended Campus Program, Western University, Schulich Department of Psychiatry
Northwest Dementia Network	Local Landlords across District	Toronto Sick Kids Hospital – Tele-Psychiatry

Conseil scolaire de district catholique des Aurores boréales	Victim Services Wesway	Mental Health and Addictions Pandemic Response Committee of the Ontario Health
Superior North Catholic School Board and District Schools	First Nations Communities PACE	North Pandemic Regional Steering Committee
Superior Greenstone District School Board and District Schools	Thunderbird Friendship Centre Thunder Bay District Mental Health and Addiction Network	Children's Mental Health Ontario
District Police Services	Northwest Regional Centre of Responsibility (COR)	Family Services Ontario
District Family Health Teams	Situation Tables across the District	Ontario Hospital Association
OTN	Rural RAAM Clinic Teams	Addiction and Mental Health Ontario
ZOOM	District of Thunder Bay Community Hub Groups	North of Superior Healthcare Group
St. Joseph's Care Group		
Marjorie House		

To our Funders, we thank you:



Ministry of Health: Mental Health and Addictions (children's mental health core services)

Ministry of Children, Community and Social Services

Ontario Health: Ontario Health North

Ministry of Health: Rent Supplements





NORTH OF
SUPERIOR
COUNSELLING PROGRAMS

Programmes de Counselling
Nord du Supérieur

www.nosp.on.ca