



Covenant
House

IMPACT REPORT 2022

Compassion

40 
Years

in Action

Our Mission...

... is to serve children and youth on the street and to protect and safeguard all children and youth ... with absolute respect and unconditional love.

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OUR VISION...

TO LEAD CHANGE THAT SUPPORTS AND EMPOWERS YOUTH WHO ARE HOMELESS, TRAFFICKED OR AT RISK TO PURSUE A LIFE OF WELLNESS AND OPPORTUNITY.



OUR PRINCIPLES

Immediacy

We welcome all youth without judgement or conditions; meeting their immediate basic needs of food, clothing, medical attention, and a safe place to sleep, at no cost.

Sanctuary

We acknowledge the bravery it takes for young people to walk through our doors. We offer them a welcoming and safe environment based on absolute respect, unconditional love, and relentless support, where we believe in and encourage their resilience.

Value Communication

We value authentic relationships, honour the voice of our youth, and model caring relationships based on trust, respect, and honesty.

Structure

We provide stability and consistency for young people to pursue their great promise.

Choice

We honour that young people hold the power to their story. Through relentless engagement we foster confidence and encourage them to believe in themselves and make informed choices about their lives.

Leading with Empathy

**Youth at Covenant House
have consistently demonstrated
growth and strength.**

If you walk through our doors, you will quickly see and feel the agency's vibrancy returning throughout our hallways, showing that there are brighter days ahead. The young people staying with us are feeling more hopeful and are energized by the return to in-person programs.

Throughout these challenging times, youth at Covenant House have consistently demonstrated growth and strength. Our staff's commitment to

supporting the young people we serve never wavered, finding new ways to offer programs and services that help young people pursue a life of wellness and success.

Our donors and volunteers helped power our work by being at our side providing generous support and optimism, despite these trying times. Thank you for believing in our work and the young people we support.

THANK YOU.



To Our Loyal

Supporters:

The challenges faced by youth experiencing homelessness and trafficking today are increasingly complex and only intensified during the global COVID-19 pandemic. Mental health and addiction issues, a lack of affordable housing and a precarious labour market were all areas that worsened in recent years. Despite these difficult times, our top priority remained the health and safety of the young people we serve and that of our staff.

Like many agencies, the pandemic affected our ability to deliver programs in traditional ways. In the face of this challenge, Covenant House Toronto staff have shone brightly by being creative and ensuring our programs remained available to youth. We worked hard to continue offering in-person and virtual services, we reinstated many volunteer programs that were paused, and most important, we kept our doors open 24/7.

Addressing the immediate Issues facing Youth

Throughout the pandemic we have seen more young people struggle with mental health and substance use because of the worsening of the opioid poisoning crisis. To help address these areas, we added specialized staff to work with young people using substances, a mental health counsellor to help youth resolve short-term issues and counselling staff to help youth build positive relationships with family and other key people in their lives.

Completing our Strategic Plan ending 2022

2022 marked the final year of our last five-year strategic plan. This plan included piloting and implementing new prevention initiatives, increasing, and providing different housing options for young people, as well as providing more services focused on health and well-being. We are proud to share that we were able to meet and exceed our goals. More details can be found on pages 6 and 7.

This past year we were able to design and pilot programs that will have a significant impact on our next strategic plan. This included developing a pilot program with Toronto schools to help prevent young people from becoming homeless, identify better alternatives for youth coming to our shelter and offer more educational options.

WE ARE PROUD TO SHARE THAT WE PROVIDED SEVERAL YOUTH WITH BURSARY AND TUITION OPPORTUNITIES.

As we continue moving forward with the agency's priority of building an equitable, diverse, and inclusive environment, we are pleased to share that we have made notable progress in anti-black racism work. Many of our front-line staff are part of racialized communities. Our goal is to provide a safe space for staff to reflect and share their experiences and perspectives of race, racism, and the history of individual and systemic racism and promote healing of historic harm. We are also working to understand,

acknowledge, and address the changes required at our organization to ensure a welcoming space for all.

Planning for the Future

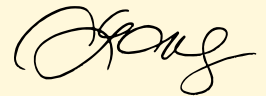
Our new five-year strategic plan builds on best practices in homelessness and sex trafficking, prevention and lessons learned during the pandemic. Our Board and management team worked extremely hard on a plan to take the agency forward in a meaningful new way, with a renewed commitment to ending homelessness for the youth we serve and those who might become homeless. That includes expanding prevention and education initiatives, and a new focus on helping young people who find themselves homeless seek other, better solutions. The plan will also build on the knowledge that the cycle of homelessness can be interrupted by quickly moving young people into the community with a place of their own. The plan is a multi-pronged approach that moves beyond addressing the immediate needs offered by an emergency shelter, to truly helping young people move forward to a better future. It is one that also builds on our commitment of inclusivity for the youth we

serve, and for the staff who serve them. Equity, diversity and inclusion will continue to be at the forefront of our work.

WE ARE SO GRATEFUL TO OUR DONORS AND VOLUNTEERS FOR YOUR ONGOING GENEROUS SUPPORT AND BELIEF IN THE POTENTIAL OF ALL YOUNG PEOPLE. YOUR COMMITMENT ALLOWS US TO CONTINUE TO PROVIDE THE LOVING CARE AND LIFE-CHANGING PROGRAMS THAT YOUNG PEOPLE NEED AND DESERVE. AS WE LOOK TO THE FUTURE, WE LOOK FORWARD TO SHARING OUR NEW AND SOLUTION-FOCUSED PLANS.



Mark Aston
Executive Director



Amanda Lang
Board Chair

Thank You



Broad Social Issues and Youth Homelessness

The reasons why young people experience homelessness are complex and often a result of many competing factors beyond their control, including abuse, neglect, family breakdown, and mental health struggles. Social issues, such as inequality, discrimination, racism and poverty, can have a significant impact on the lives of families and young people who are already struggling with other difficulties. These factors can increase the barriers to finding secure employment and safe, affordable housing.

In some cases, the trauma from these experiences may compound generation after generation. Without a strong family foundation or access to critical resources, such as mental health resources, or compassionate support networks, the trauma can detrimentally affect a young person's development and ability to become an independent adult.

Many youth who are homeless have had to struggle with:

Unstable Homes

63% 

OF YOUTH¹ EXPERIENCED CHILDHOOD TRAUMA AND ABUSE¹

40%

WERE UNDER THE AGE OF 16 WHEN THEY FIRST EXPERIENCED HOMELESSNESS¹

Of these youth, just 14% reported only one experience of homelessness¹, revealing chronic homelessness as a significant issue

Health & Well-being

Declining mental health due to experiences of childhood adversity



85%

OF YOUTH EXPERIENCING HOMELESSNESS REPORTED HIGH SYMPTOMS OF DISTRESS¹

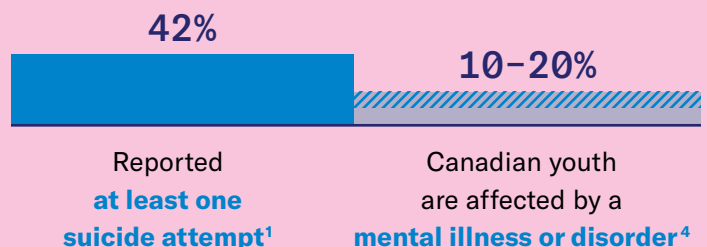
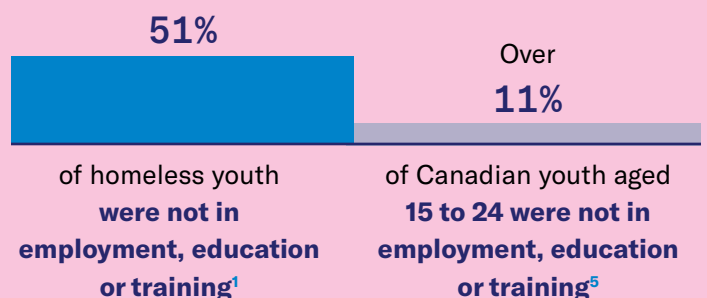
1. Gaetz, S., O'Grady, B., Kidd, S. and Schwan, K. (2016). Without A Home: The National Youth Homelessness Survey. Toronto: Canadian Observatory on Homelessness Press.
2. Statistics Canada. (2017). Family Matters: Under the Same Roof – Living with my parents! 3. Statistics Canada. (2017). Young adults living with their parents in Canada in 2016. 4. Mental Health Commission of Canada. (2013). Making the Case for Investing in Mental Health in Canada. 5. Statistics Canada. (2022). Canada's Official Poverty Dashboard of Indicators: Trends, March 2022

68% 

of Canadian young adults aged 20 to 24 live with a parent², a trend that has been increasing since 2001³, while youth experiencing homelessness have vastly reduced supports from family

Education & Income

Implications of COVID-19 on employment and education opportunities added to unstable home and declining health



Addressing *Complex Needs*

At a time when communities all over the world were being tested, young people especially felt the strain⁶. Many reported feeling more isolation and mental health distress as social services and peer groups retreated from in-person spaces⁷ in the face of the continuing COVID-19 pandemic. This has led to an increase in substance abuse, with “about 40 per cent of those who use alcohol and/or cannabis” reporting higher use⁸.

Making matters more challenging, finding and keeping jobs has become more difficult while affordable housing has moved out of reach for many. Income has been proven to be a key piece of mental and physical well-being, as those who are unemployed or low-income report “increased substance use and higher rates of anxiety, depression, and suicidal ideation⁹.”

Despite the setbacks young people have experienced, they have shown great strength and commitment to personal growth. Our staff, volunteers and donors have displayed true compassion and commitment as we continue to navigate this pandemic.

Though it may look different now than before, Covenant House Toronto continues providing life-changing care with unconditional love and absolute respect as it has for 40 years. The priorities in our strategic plan inform the way we build the comprehensive supports and programming we offer.

These priorities include:



**HOUSING &
AFTER-CARE**



**HEALTH &
WELL-BEING**



**EDUCATION &
EMPLOYMENT**



**PREVENTION
& EARLY
INTERVENTION**

On the next pages, we share the accomplishments of our efforts from the last five years and the numbers of youth served in those programs from the 2021-2022 fiscal year.

⁶. Mental Health Commission of Canada. (2021). Mental Health and Substance Use During COVID-19: Spotlight on Youth, Older Adults & Stigma. ⁷. Noble, A., Thulien, N., Owens, B., Suleiman, A., Loganathan, M., Ali, D., Coplan, I., Neal, J., Baja, E. & Ramkissoon, K. (2022). The impact of COVID-19 on youth experiencing homelessness: Shifting to a collaborative, prevention-focused response in a large urban area. Toronto, ON: Canadian Observatory on Homelessness Press. ⁸. Mental Health Commission of Canada. (2021). Mental Health and Substance Use During COVID-19: Spotlight on Youth, Older Adults & Stigma. ⁹. Mental Health Commission of Canada. (2021). Mental Health and Substance Use During COVID-19: Spotlight on Income, Employment, Access.



FIVE-YEAR

Strategic Plan *Review*

THE PAST FIVE YEARS HAVE BEEN EXTREMELY CHALLENGING AND VERY GRATIFYING. WHEN WE LOOK BACK, WE SEE A VERY STRONG ORGANIZATION THAT WAS ABLE TO DELIVER ITS PROMISES TO ITS YOUNG PEOPLE AND THE COMMUNITY THAT SUPPORTS IT. WE ARE GRATEFUL TO BE ABLE TO REPORT OUR ACHIEVEMENTS, NOT ONLY THOSE IN OUR PLAN BUT ALSO MANY PROJECTS THAT WE'VE ACCOMPLISHED THIS PAST YEAR THAT WILL LAY THE GROUNDWORK FOR OUR FUTURE.

HOUSING AND AFTER-CARE

Over the past five years, we have worked hard to provide more housing options and community support services for youth. Over 1,255 young people benefited from these programs and the number of young people who were able to access our community apartment program grew by 179 per cent.

In addition, we invested in our main facility to ensure our spaces are more accessible and welcoming to all the youth we serve. This included adding gender-neutral rooms, renovating our drop-in program and extending its hours to support more youth in need.

HEALTH AND WELL-BEING

Given that we have been seeing more young people with increasingly complex needs, we have worked hard to become an agency that is informed on the ways trauma can continue to affect those who have experienced it. Using a trauma-informed lens in how we work with all young people ensures that we can guide and mentor youth in a way that achieves the best results. Over this period,

we added several specialized staff who supported more than 1,485 youth with mental health and addiction needs, and we offered one-on-one life skills development and ongoing support to more than 685 youth living in the community.

EDUCATION AND EMPLOYMENT

Our agency saw notable growth in our employment program with additional government grants and donations. We were able to enhance our programming to provide more youth with opportunities to learn important job skills and support them towards securing paid work experiences to benefit their future careers. Our new education scholarship program was also piloted to provide more young people with financial support for post-secondary application fees and tuition to further their educational opportunities.

PREVENTION AND EARLY INTERVENTION

Awareness and education are key in protecting young people. Since 1987, we have delivered youth homelessness awareness and prevention education to students

across the GTA. In 2017, we added sex trafficking prevention to our curriculum to help students and teachers recognize the warning signs to help stop it before it starts. We also developed curriculum that can be teacher-facilitated including Sex Trafficking 101 and Sex Trafficking and Healthy Relationships modules. In 2019, we launched an award-winning public awareness campaign called Shoppable Girls, followed by the launch of "Traffick Stop," an online hub of educational resources to build awareness, educate and help prevent sex trafficking in Canada. Over the last five years, we have taught over 131,839 students about homelessness and sex trafficking and have offered hotel and vulnerable sectors training to almost 5,550 people.

We are extending our work in schools with the Toronto school boards and developing a prevention initiative called Youth Reconnect, to keep students at risk of becoming homeless in school and stably housed. This program will be piloted in the fall of 2022.

Another key intervention that is being piloted is a program that screens young people entering the shelter. During the intake process our staff works with the young person to determine if there are better or other alternatives for them. Still very much in its early stages, this program is showing some promising success stories of young people who have been connected with family or friends, or provided with other alternatives.

Our family counselling and support program held 4,470 counselling sessions with young people and/or their family members. Last year, 34 per cent of those involved in the program reported improved connections with family. Of those who successfully found a place to live in the community almost 42 per cent of them were able to safely go back home. Other benefits derived from participation included, improved social connections and improved health.

ORGANIZATIONAL CAPACITY AND EXCELLENCE

Our plan to build organizational capacity and excellence focused on several significant projects from growing and diversifying our revenue sources and reserves, to increasing our awareness in Ontario; increasing our specialized staff to offer more distinctive services and implementing the technology

and data and quality assurance measures necessary to drive informed decision making.

Our awareness levels grew from 47 per cent of the Ontario population being aware of our agency to 63 per cent. In addition, we implemented several technological projects to assist staff whose job functions allowed for remote work. This was particularly important to ensure the health and safety of our front line staff and to offer online services to youth during the pandemic.

As part of our commitment to build an organization that is equitable and inclusive, we launched training for staff and the Board and developed committees on anti-black racism and social inclusion and diversity. We are in the early stages of this work but have come a long way to understanding the issues and are working collectively to develop solutions that are right for our agency.



5,827
young people
turned to us over
the last five years



564
youth reunited
or reconnected
with their families
and others who are
important to them



685
youth in community
received one-on-one
life skills development
and ongoing support



2,141
jobs and job training
placements were
realized by our youth



1,371
youth have stayed in our
residential programs



411
sexually exploited
and trafficked young
people supported



1,967
youth treated at our
onsite health care
clinic and **1,262**
received mental
health support

Strategic Plan:



641

YOUTH SUPPORTED
IN OUR RESIDENTIAL
HOUSING PROGRAMS



493

YOUTH ACCESSED
MENTAL HEALTH SUPPORTS



87

YOUTH ON AVERAGE
STAYING IN SHELTER
EACH DAY



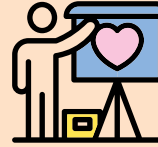
370

JOBS AND JOB TRAINING
PLACEMENTS REALIZED
BY OUR YOUTH



104

SURVIVORS OF SEX
TRAFFICKING SUPPORTED
AND CONNECTED WITH
NEEDED SERVICES



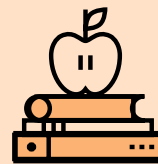
22,050

STUDENTS PARTICIPATED
IN OUR HOMELESSNESS AND
TRAFFICKING AWARENESS
PRESENTATIONS



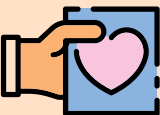
807

YOUNG PEOPLE VISITED
OUR DROP-IN CENTRE



321

YOUTH RECEIVED ONE-TO-ONE
SUPPORT TO HELP ENSURE
THEY CAN MAINTAIN
INDEPENDENT LIVING



786

LIFE SKILLS CREDITS
ACHIEVED, PREPARING YOUTH
FOR INDEPENDENT LIVING

40 Years of Compassion

In 1982, Covenant House opened a 30-bed shelter for youth in Toronto called Under 21. It was the second shelter to open as part of what is currently an international network of 34 sites across six countries. Today Covenant House is the largest agency in Canada providing the widest range of programs and services for young people experiencing homelessness and sex trafficking.

Continuing in the tradition from our humble beginnings, we remain committed to meeting the immediate needs of young people in crisis helping them move into independent living.

Over the last 40 years, we have expanded our programs and services to meet the evolving needs of young people. Beyond shelter, we offer an onsite clinic and high school, employment programs, specialized housing for survivors of sex trafficking and marginalized groups and much more. Over the past 10 years, more young people entering the

shelter system are staying much longer. This trend highlights that prevention and intervention programs, along with community housing programs must be a larger component of the work we do to reduce the number of young people entering homelessness. We are increasing efforts to support youth who may be at risk of homelessness by working with them in schools and classrooms, in our communities and with their families at home. We look to industry best practices to guide the agency's path forward. This includes ensuring staff are informed on the methods to reduce harm that youth experience as they seek stability, and informed on the way trauma can continue influencing the lives of those who live with it.

WHILE WE REFLECT ON OUR 40-YEAR HISTORY, WE NOW FOCUS ON THE PATH FORWARD, NOT ONLY OF OUR AGENCY ITSELF BUT ALSO THE OPPORTUNITIES FOR THE YOUTH WHO ENGAGE WITH OUR SERVICES AND THE BROADER SOCIETY WE ALL LIVE IN. WE HOPE TO BRING THE AGENCY'S EXPERIENCE AND THE VOICES OF THOSE IMPACTED BY OUR WORK INTO OUR FUTURE.



Building Independence Through

Patience and Perseverance

When Amanda started working with James, she didn't know where he would end up, but she knew where to start. Amanda is Covenant House Toronto's occupational therapist and works closely with young people to develop their practical skill sets. With James, she wanted to start building his independence and self-confidence.

James has intellectual disabilities. As James moved into young adulthood, he often felt he was unable to do many everyday tasks and would be hard on himself for it.

By listening to James, Amanda came to understand how his low self-confidence undermined his ability to be independent. She worked closely with him on building the most important skills he would need for life on his own: how to manage his medication, how to plan and execute a trip to the grocery store, how to read maps and how to use public transit. Soon enough, James moved into Covenant House's on-site housing program called the CIBC Rights of Passage and was able to put these skill sets to the test.

**AMANDA NOTES THAT JAMES
"MADE A LOT OF PROGRESS AND THAT'S
BECAUSE OF HIS EFFORT AND PERSEVERANCE."**

As his abilities and self-confidence grew, James proved himself to be a great candidate for the new Employment Opportunities program at Covenant House. There, he worked with job developer Anthony to create a resume and apply for jobs. Though his confidence and sense of independence had come a long way, Anthony saw that James needed more encouragement during interviews. He supported James by attending some with him.

Working closely with Anthony, James was able to work on his self-doubt. James completed an interview with a local grocery store and landed the job. With this work experience under his belt, James is now motivated to go back to school to start a career he loves.

Though the work James put in is what brought him to achieve his goals, Amanda explains that the team behind him worked very hard to support him.

**"WORKING WITH JAMES AND HIS TEAM
HAS BEEN THE GOLD STANDARD OF
INTERDISCIPLINARY COLLABORATION,"
SHE REFLECTED.**

His whole team of care providers were dedicated to showing up for him.

The hard work has paid off: James can do things now that he couldn't before. His patience and resilience have led him to work on growing his skills so he can now live and work independently. With the caring support of his team, he is flourishing.



Building Towards a

Brighter Future

COVENANT HOUSE TORONTO PRIDES ITSELF ON BEING A LEARNING ORGANIZATION, WORKING HARD TO UNDERSTAND AND SUPPORT THE CHANGING NEEDS OF YOUNG PEOPLE EXPERIENCING HOMELESSNESS AND SEX TRAFFICKING.

It was for this reason that Covenant House's lead researcher Dr. Amanda Noble led a community study to explore the challenges youth experiencing homelessness have been facing during the COVID-19 pandemic.

"WE HAVE AN UNPRECEDENTED OPPORTUNITY TO USE THE IMPACTS OR LEARNINGS OF THE PANDEMIC TO CHANGE THE WAY YOUTH HOMELESSNESS IS ADDRESSED IN TORONTO," AMANDA SAYS.

The study found that investing in a youth-specific approach incorporating access to employment, housing and services calibrated to the unique needs of young people would help limit strain on emergency housing and prevent reliance on shelters. Prevention efforts and expanding services and resources to young people would lead to better results for youth, rather than supporting them once they become homeless.



The goal for service providers like Covenant House should be to “minimize emergency response situations,” Amanda explains, by further adopting

“A YOUTH-CENTRIC PREVENTION STRATEGY THAT FOCUSES ON EFFORTS CENTERED ON THE FAMILY, SCHOOL-BASED SUPPORTS AND OPTIONS TO SHELTER.”

Having been a leader in this area for years, we know from experience that providing stability is a way to help the people who use our services to

get back on their feet. We’re proud that we’ve been able to stay open during the pandemic, despite the operational challenges of doing so.

THIS IMPORTANT RESEARCH REMINDS US THAT YOUNG PEOPLE HAVE BEEN LEFT ON VERY SHAKY GROUND AND THE WAY TO STEADILY MOVE FORWARD IS TO MEET THE NEEDS OF YOUNG PEOPLE BEFORE THEY BECOME A CRISIS.

OF THOSE WHO PARTICIPATED IN THE STUDY¹⁰:

53%

of young people said it was harder to find or keep stable housing during the COVID-19 pandemic

64%

of young people indicated that the pandemic made it harder to find work

41%

of young people reported they had been laid off during the pandemic

37.3%

of young people indicated that their mental health was worse than before

46%

of young people had at least one experience of major discrimination outside of the shelter

¹⁰. <https://covenanthousetoronto.ca/2020/10/08/study-illuminates-the-mental-health-impacts-of-covid-19-on-youth-who-are-experiencing-or-have-experienced-homelessness/>

Delivering Financial

Sustainability

Our donors provided almost 80 per cent of our total revenue last year, and donor support has enabled us to remain open 24/7 providing uninterrupted shelter services and life-changing programs to hundreds of young people.

We ended the year in a much stronger financial position than planned with a \$3.7 million surplus on a consolidated basis. This surplus was due mostly to the outpouring of donor support, with \$34.9 million raised, \$2.3 million more than the previous year, in donations out of \$44 million total revenues. We also saw an 18 per cent or \$1.8 million increase in government funding and

a decline of 4 per cent or \$2.8 million in our investments due to the volatile market conditions this past year.

We also continue to see positive results from our efforts to diversify our funding sources, focusing on those that are lower cost. As a percentage of our revenue, fundraising grew by 6 per cent over the previous year while government funding grew by 4 per cent as additional city funding support was made available to help manage shelters during the pandemic.

73 per cent or \$29.2 million of our expenses, \$4 million more than last fiscal year, were dedicated to

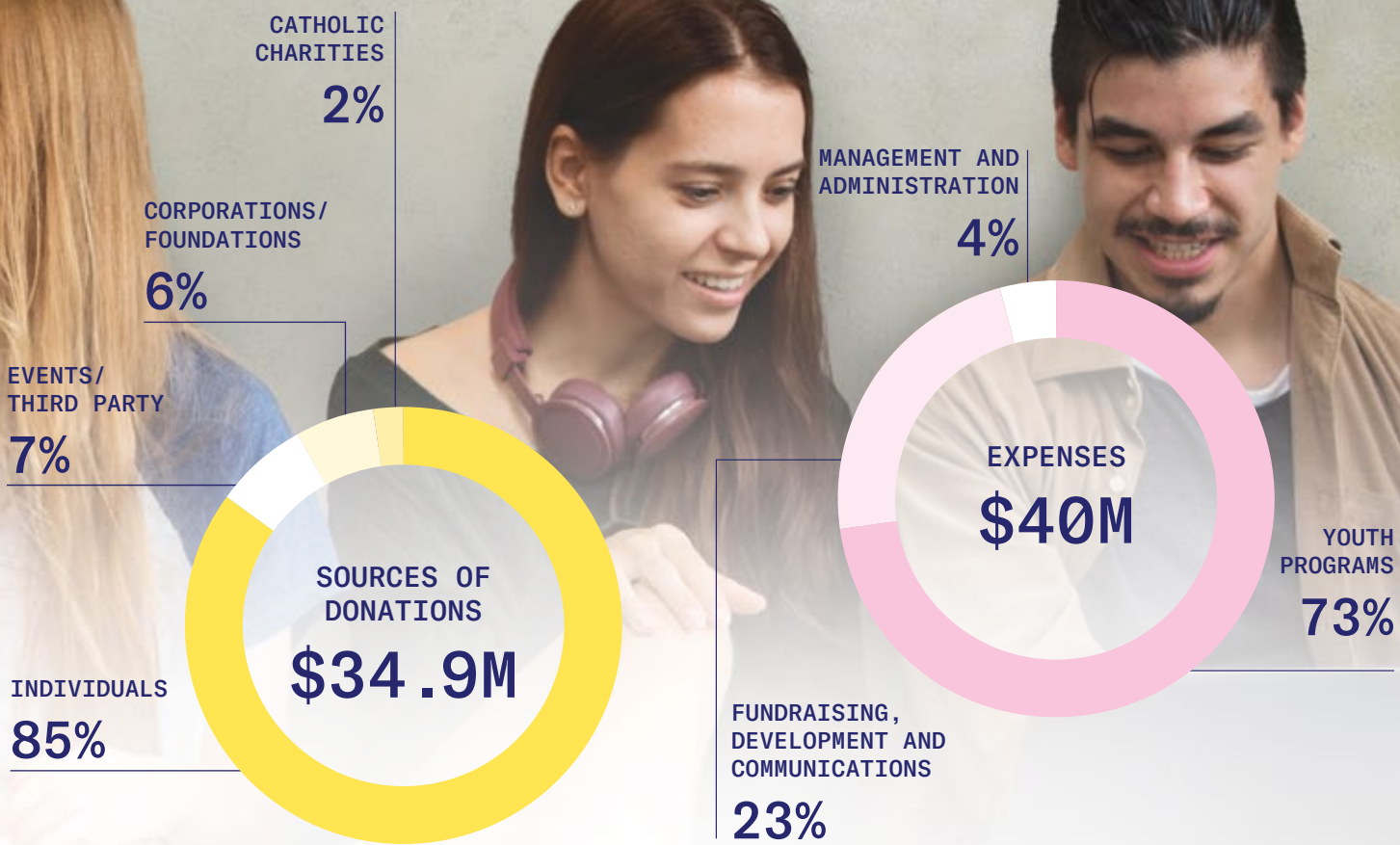
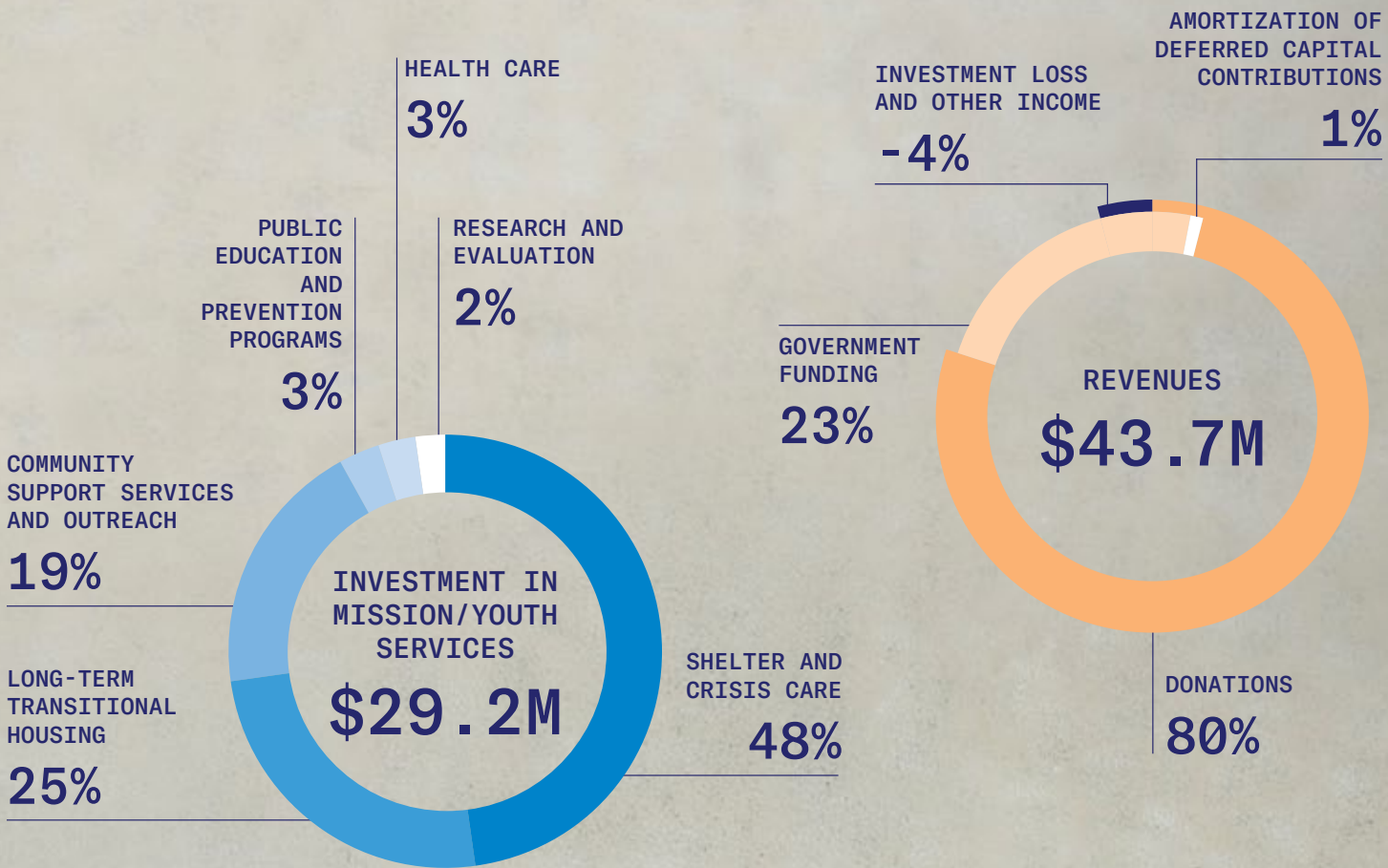
supporting youth programs and services. Our fundraising costs remained at 23 per cent and our administrative costs declined by 2 per cent to 4 per cent.

We continue to reinvest our surplus to fund our strategic plan initiatives. This includes capital projects to upgrade our facilities, new housing options for youth, and technology and systems improvements while ensuring we have the necessary funds in reserves to deal with unforeseen situations. The reserve policy is reviewed annually to reflect changes in our operating environment.

For full financial statements visit:
CovenantHouseToronto.ca

We are most grateful to Catholic Charities and ShareLife for their continued support of our transitional housing and Youth in Transition programs.







Organizational effectiveness

At Covenant House Toronto, we measure our effectiveness by our ability to successfully deliver and expand services for youth who are homeless, trafficked or at risk. We work on continually improving our operations, governance practices, fundraising and stewardship efforts.

Decision-making

The Board of Directors is responsible for the stewardship of the agency and the oversight of our management and business affairs.

Our governance structure includes policies, guidelines and practices that provide a framework for decision-making and operations across the agency. This includes Board recruitment, succession planning, staff compensation and evaluation, Board and Committee mandates, risk management, strategic and annual planning and financial management and controls.

Fiscal stewardship and transparency

Covenant House is unique among social service organizations in that almost 80 per cent of our annual operating budget comes from donations, whereas many other

similar not-for-profits receive most of their revenues from government funding or other organizations. Our fundraising costs are in line with government and industry standards.

While we continue to increase our government funding, we also want to ensure our services are viable over the long-term and responsive to our youth's changing needs.

As a primarily donor-funded agency, we have a diverse portfolio of fundraising programs and revenue sources to ensure financial viability and reduce risk. We are continuously working toward developing lower-cost fundraising sources.

Reserves

Our reserve policy is to maintain approximately six months of coverage of annual operating expenses for unforeseen situations, capital upgrades and future growth opportunities. This policy is reviewed annually to reflect changes to our operating environment.

Investments

Our Board of Directors is responsible for overseeing and monitoring Covenant House's investment portfolio. The Board's Finance/Property Committee oversees all

banking arrangements including the investment of surplus funds. Management is responsible for implementing the policies related to banking and investing.

Risk management

We are committed to an ongoing program of risk management to protect the organization and its assets (people, property, income, and reputation). Management is responsible for the delivery of a Board-approved risk management policy which deals with program delivery, governance, operations, finance, and regulatory compliance.

Accreditation

As an organization that is dedicated to operational excellence, we are accredited under Imagine Canada's national Standards Program for excellence in non-profit accountability, transparency and governance. We are also accredited through Praesidium to ensure our agency continues to follow best practices in abuse prevention and maintains adequate safeguards to protect the vulnerable youth we serve.

Board and Senior Management as of June 30, 2022

CHAIR

Amanda Lang

Anchor

BNN Bloomberg

VICE CHAIR

Susan Paterson

Vice President

Emerging Markets, Toronto

RGP (Resources

Global Professionals)

SECRETARY/TREASURER

David Armstrong

Director

Onex Partners

PAST CHAIR

Kenneth C. Morell

Corporate Advisor

Siena Partners

DIRECTORS

Clinton Braganza

SVP Customer Loyalty &

Partnerships

Scotiabank

Pamela Bryant

Senior Fellow, Munk School of

Global Affairs & Public Policy

University of Toronto

Kevin Coon

International Human Rights

& Labour Lawyer

Baker & McKenzie LLP

Paula Courtney

President

Verde Group

Lynn Factor

Child Victim Witness

Support Program

Boost Child & Youth

Advocacy Centre

Cheryl Fullerton

EVP, People and Communications

Corus Entertainment Inc.

Larry MacGirr

President & CEO

Laurvic Inc. Consulting

Himal Mathew

President

Fathom Strategies Inc.

Bryan Pilsworth

President & CEO, Portfolio Manager

Canadian Equities

Foyston, Gordon & Payne Inc.

Chief of Police James Ramer,

Member of the Order of Merit

Toronto Police Services

Sister Mary Rowell

Sisters of St. Joseph

Tyler Seaman

Head of Hotels & Multi-Residential

North America

Oxford Properties

Bruce Shewfelt

President

Acuity Sales Inc.

The Honourable Karen Weiler

Retired Judge of the

Court of Appeal for Ontario

SENIOR MANAGEMENT

Mark Aston

Executive Director

Shirley Broderick

Director, Finance & Purchasing

Josie do Rego

Chief Development

& Marketing Officer

Cindy Metzler

Associate Executive Director

Debbie Schatia

Director, Program Services

Hema Ramlochan-Tuitt

Director, People & Culture



For a full list of our Board committees and their membership, go to:
CovenantHouseToronto.ca/about-us/leadership

Covenant House International




Covenant House Toronto is part of a network spanning 34 cities across six countries. Internationally, more than 2,000 youth who are experiencing homelessness and trafficking sleep in a Covenant House bed each night. Our doors are open 24/7 and our high-quality programs are designed to empower young people to rise and overcome adversity, today and in the future.



Covenant House Toronto
20 Gerrard Street East
Toronto, ON M5B 2P3

CONNECT WITH US

info@covenanthouse.ca
CovenantHouseToronto.ca

  @CovenantHouseToronto
 @CovenantHouseTO

Land Acknowledgement Statement

Covenant House Toronto acknowledges that the land on which we meet is the Traditional Territory of many Indigenous Nations including the Ojibway, the Mississaugas of the Credit, the Anishinabeg, the Chippewa, the Haudenosaunee and the Wendat peoples. Today this territory is home to many diverse First Nations, Inuit and Métis peoples. We recognize the enduring presence of Indigenous peoples on this land and the importance of working to advance reconciliation between Indigenous and non-Indigenous people here and across Canada.

Thanks also to our incredible frontline staff for their strength and commitment to providing the compassionate care young people continue to need during the pandemic.

CHARITABLE REGISTRATION NUMBER:
10699 0195 RR0001