ANNUAL REPORT

2025-26







Canadian Mental Health Association
Muskoka - Parry Sound
Addictions and Mental Health Services

Table of Contents

3 Mission, Vision & Values

4 CMHA-MPS Board, Advisory Committees and Councils

5 A Message from the Executive Director

6 A Message from the Board Chairperson

8 Serving our Community

9 2022-2026 Strategic Plan

10 Operational Plan 2025-26

11 Financial Report

Mission, Vision & Values

Vision

Empowering individuals, families and communities to thrive through hope, recovery, wellness and healthy lifestyles.

Mission

CMHA Muskoka-Parry Sound Branch is committed to hope and recovery through integrated mental health and addiction services. Using effective, innovative partnerships and practices, we provide the highest quality treatment, support, education and advocacy for the people of Muskoka-Parry Sound.

Values

Core values

- Build therapeutic relationships that are based on respect, trust, and compassion
- Self-determination and empowerment
- Social justice
- Collaboration
- Diversity and inclusion
- Excellence, quality, and innovation
- Accountability

Team values

- Trust
- Respect
- Communication
- Teamwork

CMHA-MPS Board, Advisory Committees and Councils

Board of Directors

Janet Patterson – Chairperson

Max Ascenzi – Vice-Chairperson

Shaun Kruger – Secretary

Emma Latka

Liz Angell

Debbie Hall

Stephanie Wainman

Craig Brown

Bonnie Bailey

We said goodbye to:

Joan Edwards-Karmazyn
Larry Brassard
Sandra MacLennan
Randy Robb
Jasmine Lee

Indigenous Program Advisory Committee

Henvey Inlet First Nation
Louise Ashawasegai, Darcy Ashawasegai

Moose Deer Point
Lorraine Richard, Eric Hendrick

Dokis First Nation
Gwen Dokis

Magnetawan First Nation
Sheryl St. Pierre

Shawanaga First Nation
Ann Pamajewon

Wasauksing First Nation
Kellie King, Theresa Raymond

Wahta Mohawk Territory
Sherry Byrne, Christine Cox, Kristan Sahanatien

Council of Consumer/Survivor and Family Initiatives Program Advisory Program

Ivan Kottner

Guy Boulard

Joan Edwards Karmazyn

Krisztina Vancsody

Aaron Richmond

A Message from the Executive Director

This past year has been very busy for CMHA Muskoka-Parry Sound. It's certainly a time of change for our organization.

In the fall, we were successful in our efforts to renew our accreditation status with Accreditation Canada. Achieving this goal is our assurance that we meet or exceed the highest standards for quality and safety in Canadian health care. We also completed year four of our previous strategic plan and have launched a new process to set the direction for the agency for the next several years. The past year also saw an important evolution in our structure to re-align our programs and services under a program management arrangement. This achieves the aim of having programs across both Parry Sound and Muskoka under a single management team, allowing and promoting consistency and efficiency across our wide geography.

In early 2026, I announced my intent to retire at the end of June. I'm thrilled with the successful recruitment of Trish Mintz to this role, and I'm confident the organization will be in capable hands. I want to express my gratitude to all the staff, board members, community partners and colleagues across the province who have made the last 11 years exciting, rewarding and fulfilling. I've worked in the field of mental health and addictions for over 40 years, and we've learned so much about these challenges and how best to help people overcome and recover with expert and effective supports. Partnership is the key to every success!

I hope and fully expect CMHAMPS to continue to provide the critical health services we have become known for, and the organization will continue to fulfill its important mission while saving lives and promoting mental health and addictions recovery for all. With a renewed strategic plan and new ideas and energy leading, the future looks very bright! Thank you and congratulations to all on the success of this past year!



Diane Brown-Demarco
Executive director

A Message from the Board Chairperson

The Board of Directors of CMHA Muskoka Parry Sound is a volunteer board consisting of members of the community from the Region of Muskoka and District of Parry Sound. On behalf of the board members, we want to send out our sincere gratitude to the staff of CMHAMPS for their dedication in the challenging and complex work of providing the services that are so critically important for people in our communities.

The Board membership ideally consists of 10 volunteer members, with five members from the Region of Muskoka and five members from the District of Parry Sound. As well, there are members with lived experience and members with families of lived experience, along with skills and experience from areas that enable good governance and policy decision-making. We do our best to build diversity and strength from various backgrounds in our board membership and regularly recruit board members through local advertising for vacancies and an interview vetting process to ensure we find great board members to fill the governance role within CMHA Muskoka-Parry Sound.

Within the board, we have experienced quite a few changes in membership this past year. Our Chairperson, Joan Edwards-Karmazyn, resigned after providing great leadership both as Chairperson and as Chair of the COI group. As well, Sandra MacLennan, Randy Robb and Larry Brassard served their terms and resigned from the board. We have recruited some great new volunteer board members. We have welcomed new board members Deb Hall, Stephanie Wainman, Bonnie Baily, Craig Brown and Rebecca Liebau. In addition to myself, Janet Patterson, Liz Angell, Max Ascenzi, Shaun Kruger and Emma Latka, we have a full board of 10 members. It is with great appreciating that we have volunteer members in our community willing to give their time and skills to this organization.

The role of the board is governance, and so our primary role is oversight and development of policies and strategic direction, as well as supporting the advocacy work of promoting mental health and addiction services in our community. In that regard, we work to ensure that the by-laws and policies remain up-to-date and reflect the needs and priorities of the agency. In addition, we oversee the finance and audit requirements with regular review of financial and budget reporting, along with the review of program quality assurance reports. We have completed the governance survey requirements under the Accreditation Canada review this past year and were very pleased to see the results of the accreditation process, with great work by the whole organization to meet these requirements. During this past year, we met community partners such as the Indigenous Partners Advisory Committee, the COI peer support program and representatives from Almaguin Highlands OPP. We continue to participate at the governance level with the Ontario Health Teams for Muskoka, Almaguin and West Parry Sound. This is an important role to ensure that community mental health and addiction services have a voice at the governance level and can support our Executive Director in advocating within the overall Ministry of Health funding discussion. During this past year, the board approved being a signatory partner on the Lead Agency Agreement for the West Parry Sound Ontario Health Team. We are now signatory partners for both the West Parry Sound OHT and the Muskoka and Almaguin Area OHT.

Representatives from the board attended a meeting with our MPP Graydon Smith with a specific request to address funding issues and advocate for equitable funding for mental health.

A significant responsibility of the Board this past year has been Executive Director Succession Planning. Our Executive Director, Diane Brown-Demarco, had indicated her intention to retire in 2026. We are very excited to welcome Trish Mintz, our new Executive Director for CMHAMPS. Trish brings a wealth of knowledge, leadership and experience in mental health and addictions with a strong commitment to Indigenous-led models of delivery. Trish is well able to build both internal resiliency and navigate with external stakeholders such as provincial government, municipalities and funders for growth, sustainability and opportunities.

The completion of the 2026-2030 Strategic Plan involved consultation with many stakeholders, both internally and in our community, and I thank all who contributed their wisdom in helping guide CMHAMPS in the coming years.

All in all, the board has had a busy year, and we continue to be amazed and in awe of the passion and commitment of our wonderful staff, volunteers and all who are part of this organization.

Thank you, Merci and Chi Miigwetch



Janet Patterson
Acting Board Chair









Serving our Community

4,136
Individuals Served

573
Group Sessions

49,333
Visits

91%
report being satisfied with services received

89%
would recommend services to others













> “Keep doing what you’re doing”

> “Thanks for all the hard work that everyone does”

> “Keep up the good work you all do”

2022-2026 Strategic Plan

EXTERNAL ENVIRONMENT

How we connect to our world

- Advocacy and reducing stigma
- Funding and government
- Presence and recognition

INTERNAL ENVIRONMENT
How our organization works

- Organizational design
- Living the values
- Cultural competence



OUR COMMUNITY
Who we serve

- Indigenous
- Rural and small towns
- Clients (advocates)



OUR SERVICES
What we do

- Support services
- Stakeholder collaboration
- Indigenous community service



OUR PRACTICES
How we deliver

- In person
- Virtually



OUR PEOPLE
Who we are

- Staff well-being
- Talent development
- Cultural awareness

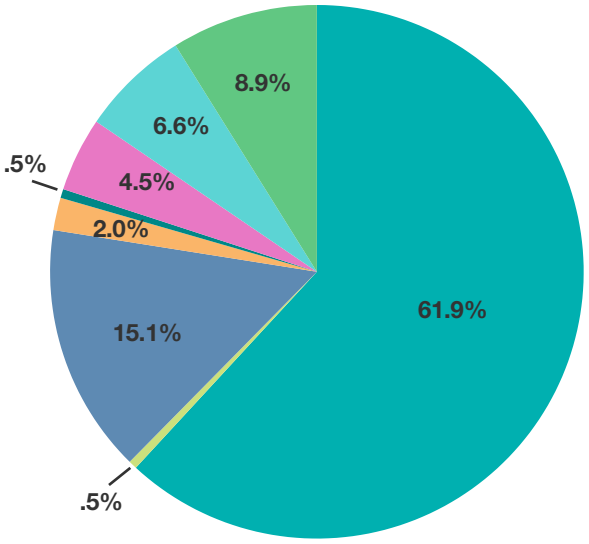
Operational Plan 2025-26

STRATEGIC PRIORITY	STRATEGIC GOAL	2025-26 OUTCOMES
EXTERNAL ENVIRONMENT	Advocacy	Additonal funding secured for Mobile Crisis Response, Crisis Intervention, Early Psychosis Intervention, and Addiction services
	Reducing Stigma	Private harm reduction spaces available in all offices
	Presence and Recognition	Ongoing community awareness events
INTERNAL ENVIRONMENT	Organizational Design	Evaluation of Organizational restructuring underway
	Cultural Competency	Indigenous Cultural Humilty training opportunities for staff
OUR COMMUNITY	Indigenous Community	Ongoing engagement and collaboration with First Nation partners via IPAC; partnership with WPS OHT
	Rural and Small Town	Continued growth of volunteer program to support transportation barriers
OUR SERVICES	Collaboration with Stakeholders	Ongoing relationships with OHT partners
	Collabortation with Stakeholders	Continued OPP partnerships supported by successful grant proposals and funding
OUR PRACTICES	Technology & Access	eReferral implemented for improved access to services
	In Person Activities	Prioritization of safe space for staff and clients - office safety assessments and improvements underway
OUR PEOPLE	Talent Development	Leadership Training for all leadership staff
	Staff Wellbeing	Occupational Health and Safety Lead role established
	Staff Wellbeing	Wellness Committee Workplan completed

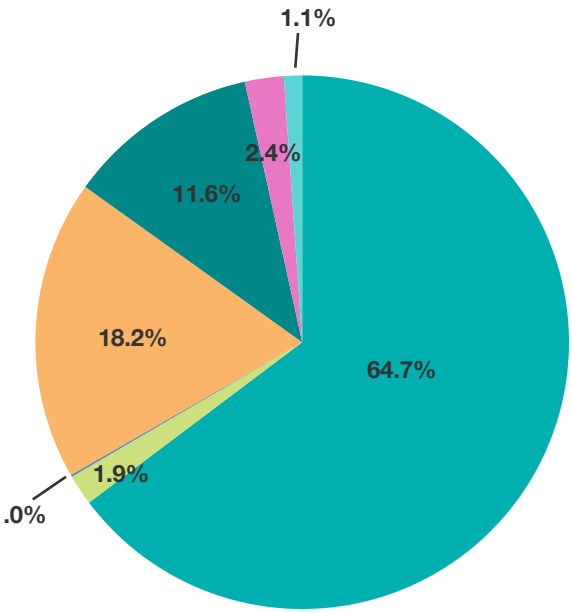
Financial Report

Sources of revenues

Ontario Health global base allocation	$ 11,186,603	[61.9%]
Ontario Health one-time funding	$ 92,176	[0.5%]
Ministry of Health base allocation	$ 2,733,845	[15.1%]
Ministry of Children, Community and Social Services base allocation	$ 356,439	[2.0%]
Ministry of the Attorney General	$ 97,794	[0.5%]
Recoveries from external sources	$ 813,465	[4.5%]
Rental income	$ 1,193,768	[6.6%]
Other funding sources and other revenue	$ 1,606,517	[8.9%]



TOTAL $18,080,607



Program expenses

Salaries and benefits	$ 11,660,804	[64.7%]
Sessional fees	$ 333,761	[1.9%]
Physician compensation	$ 23,004	[0.1%]
Buildings and grounds expenses	$ 3,274,305	[18.2%]
Supplies and sundry expenses	$ 2,098,447	[11.6%]
Contracted-out expenses	$ 424,131	[2.4%]
Equipment expenses	$ 198,760	[1.1%]

TOTAL $18,013,212

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