The Speech & Stuttering Institute

SSI

# ANNUAL Report

*Transforming lives for lasting change.*

**2023-2024**



www.speechandstuttering.com

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# Message from the Executive Director

*Thank you for taking the time to read about the important work that took place at The Speech & Stuttering Institute (SSI) from 1 April 2023 - 31 March 2024.*

*With the support of our generous donors and dedicated Board of Directors, the SSI team was proud once again to deliver the services and activities that are key to our identity and mission.*

*Most importantly, SSI offered our highly sought after clinical therapy services, serving children with speech disorders and individuals of all ages who stutter. By maintaining a hybrid of virtual and in-person sessions, clients in our local community and across Ontario could participate in assessment, treatment, and follow-up with SSI's Speech-Language Pathologists (SLPs). All our fundraising efforts went directly to supporting SSI's clinical programs. The support we received from individuals, foundations, and local partners not only helped us to maintain accessible fees but also allowed us to offer financial subsidies to clients/families who could not otherwise afford the treatment they need.*

*Alongside directly supporting clients, SSI built the capacity of our invaluable clinicians (SLPs and support personnel) to serve their clients. Through our in-house professional education workshops, our colleagues learned about intervention for young children with motor speech disorders and school-age children who stutter. Through our provincially funded training programs, SLPs and support personnel in Ontario's Preschool Speech & Language Program and School-Based Rehabilitation Services participated in SSI's self-paced e-learning courses on evidence-informed best practices for preschoolers with motor speech and fluency disorders. To follow up on these rich learning experiences, SSI clinicians then shared their expertise, built over decades of experience and study, via live webinars and on-demand resources designed to help clinicians support children with communication disorders and their families, highlighting the importance of their continuous professional development.*

*The motivation to sustain SSI's role in our community comes from the satisfaction of making a difference for the clients and colleagues we help and the confidence placed in us by those who contribute to our efforts each year. Thank you for supporting SSI!*



**KEVIN KOZAK, CPA**
EXECUTIVE DIRECTOR
THE SPEECH & STUTTERING INSTITUTE

# About SSI

The Speech & Stuttering Institute, founded in 1977, is a registered charity and non-profit organization. Our team is dedicated to supporting clients with speech production and fluency challenges.

## Our Team

- 17 SLPs (part-time and full-time)
- 1 Clinical Administrator
- 1 Administrative Manager
- 1 Executive Director

## Our Mission

The mandate of The Speech & Stuttering Institute is three-fold:

- To provide excellent **clinical service**;
- To **educate** and **train** professionals throughout the province;
- To engage in breakthrough **research** to find the most effective treatment methods.

## Our Clinical Services

SSI's in-house clinical programs offer assessment, treatment and follow-up.

**Children's Speech Therapy Program**

- for children with speech production difficulties
- individual therapy with parent/caregiver participation

**Preschool Fluency Program**

- for preschoolers who stutter
- individual, parent-mediated therapy

**School Age Fluency Program**

- for school-aged children who stutter
- individual, group, and intensive therapy options with parent/caregiver participation

**Adult & Teen Fluency Programs**

- for teens and adults of all ages who stutter
- individual, group, and intensive therapy options, plus client refresher programs

Our SLPs also offer **consultation services** to clients/clinicians regarding speech and fluency disorders.

SSI offers both in-person and telepractice-based clinical services. Our SLPs are licensed with the College of Speech-Language Pathologists of Ontario (CASLPO) to serve clients throughout the province.

SSI also provides motor speech assessment and treatment for children receiving publicly-funded speech therapy services within Toronto's Preschool Speech and Language Program through the lead agency, Surrey Place.

## Our Training Programs

In addition to offering in-house professional training workshops for SLPs and support personnel, SSI is funded by Ontario's Ministry of Children, Community and Social Services (MCCSS) to train clinicians across the province's Preschool Speech and Language Programs in the Motor Speech Treatment Protocol and the Preschool Fluency Pathway - Indirect Treatment Protocol (ITP), both developed at SSI.

SSI has been recognized by the Ontario government as a "Centre of Training and Development" as a result of the Institute's many years of conducting research to inform our evidence-based speech and stuttering therapy programs.






# 2023-2024 Highlights

**468**
clinicians trained in SSI's provincial training programs.

**100%**
of clients indicated that they would recommend SSI to others.

**Board Room Renovation**
Sponsored by Harmonize for Speech

**42**
subsidies for clients in financial need.

**3**
Fundraising Campaigns:
Giving Tuesday, Annual Appeal, and The Great Canadian Giving Challenge

**425 individuals treated.**
Over 80% % of our clients are children.
Over 3700 therapy sessions delivered.

**4**
In-House Professional Training Workshops

**79**
clinicians trained in workshops:
64 SLPs/14 CDAs

# Subsidy Program

SSI's subsidy program allows us to offer reduced fees to clients/families in demonstrated financial need. It is our goal to never turn away anyone who can benefit from our services because of their inability to pay.

**SSI is committed to reducing barriers to equitable speech and stuttering therapy access.**

***Letter 1:***

*The impact of SSI's subsidy program is evident in these words of gratitude from subsidy recipients.*

*I am writing to express my gratitude for the financial subsidy provided by your generous donations to SSI.*

*I have been receiving therapy at SSI to address my speech impediment, and the progress I have made has been truly remarkable. Before starting therapy, I struggled significantly with severe blocks which prevented me from expressing my thoughts. This made daily communication challenging and often led to frustration and decreased confidence. It was a nightmare.*

*Thanks to your generous subsidy, I was able to access regular therapy sessions. The impact has been outstanding. My speech has improved considerably, and I am now able to communicate more clearly and confidently. This has not only enhanced my interactions at home and work but has also boosted my self-esteem. The progress has been a source of great joy and relief.*

*The financial support I received lifted a significant burden from my shoulders, allowing me to focus entirely on my development and well-being. Without this subsidy, I would have struggled to afford the necessary therapy, and my progress might not have been as significant.*

*One of the most special aspects of my experience at SSI was the incredible dedication and patience of my Speech-Language Pathologist, I appreciate her effort and guidance.*

*Please know that your contributions have made a lasting difference in my life. Your generosity has not only provided me with financial relief but has also given me the tools to succeed and thrive in my communication journey.*

*Thank you from the bottom of my heart for your continued support and for making such a meaningful impact. I am deeply grateful for your kindness and hope that my story demonstrates the importance and effectiveness of your contributions.*

# Subsidy Program

***Letter 2:***

*I wanted to express my sincere gratitude for the subsidy you provided that allowed my daughter to attend speech therapy sessions. Your support means a lot to us and has made a significant difference in her life. She was suffering from a sever language delay the SLP was amazing and lovely that helped to make the speech sessions journey interesting and beneficial. The progress she has made in her communication skills is remarkable, and it wouldn't have been possible without your generous assistance. We appreciate your kindness and willingness to invest in her future. Thank you so much for your support. It has truly made a positive impact on our lives.*

***Letter 3:***

*Dear Anonymous Donors,*

*Our son has come along leaps and bounds since we began Speech and Language Therapy for stuttering in 2023, with the Speech and Stuttering Institute (SSI). Born with a tongue-tie, and a traumatic birth, his speech has been a concern since he began talking at around the age of 1. His Dad has a stutter/ stammer, and a tongue-tie which unfortunately was not picked-up when he was a child back in the 1980-90s. We are blessed to have this speech therapy, and many other types of therapy known and widely available now in 2024, so we can give our son the best possible chance to live his fullest life. Your generosity to fund families like ours, to enable our child to receive speech therapy within our financial constraints, is praiseworthy. We would not have been able to afford the SSI services otherwise, so we wish to honour your generosity and selflessness in helping our family. The SLP Therapist we are working with has been the hands and feet to your generosity, helping us to help our son grow his speech, give him confidence and encouragement in his speech development, and walked with us through many months of therapy and challenges.*

*We hope you can see the fruit of your giving, and this encourages you to help fund other individuals and families.*

***Letter 4:***

*I am writing to attest that speech therapy has been highly effective in improving my son's communication skills. Your kindness has touched my heart. Your generosity has made a significant imprint on my Son, and I will never forget your thoughtfulness. Thank you so much for your unwavering support and encouragement. Your kindness inspires me and my son. My son has made significant progress with speech therapy.*

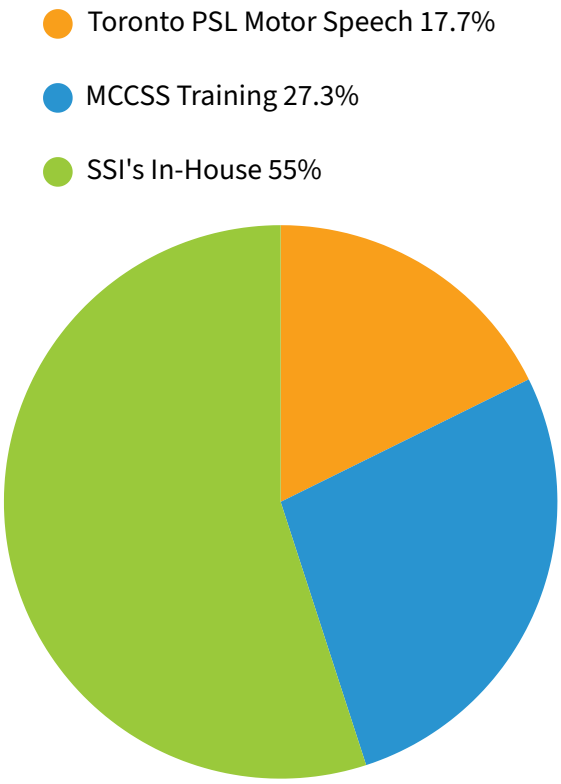
# Financials

**SSI derived its revenue in 2023-2024 from three primary sources:**

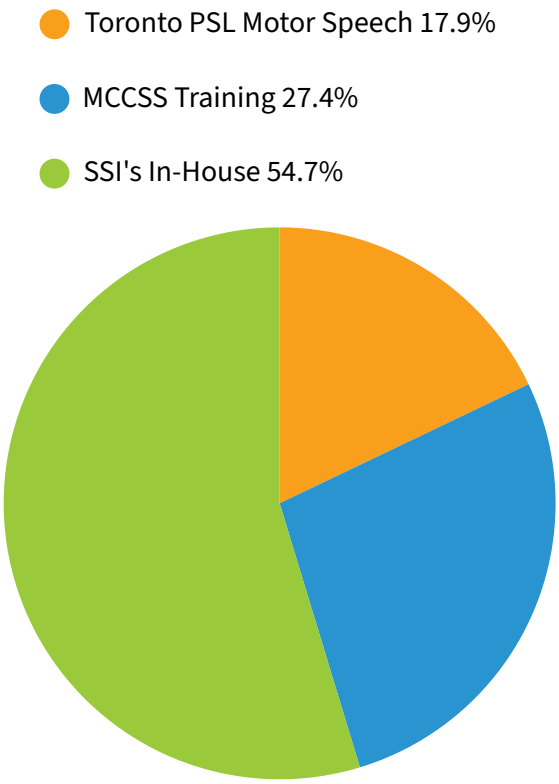
- In-house programs (clinical services, in-house professional training workshops, and fundraising)
- Ontario's Ministry of Children, Community and Social Services (MCCSS) Training Program (preschool motor speech/fluency training for publicly funded clinicians)
- Toronto Pre-School Learning (PSL) Motor Speech Program (direct motor speech assessment/treatment for Toronto's PSL)

The latter two programs are self-contained (i.e., each service contract directly covers the associated program expenses). This means that fundraising and donations exclusively and directly support the sustainability of SSI's In-House Programs, specifically our clinical therapy programs, including the subsidy program for clients/families in financial need.

2023-2024 Revenue
= $1,172,622




2023-2024 Expenses
= $1,253,571

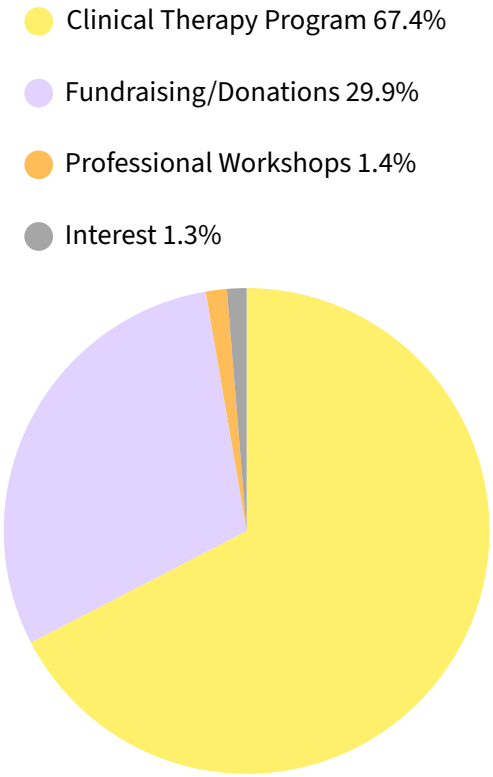


**Revenue for SSI's In-House Programs comes from four primary sources:**

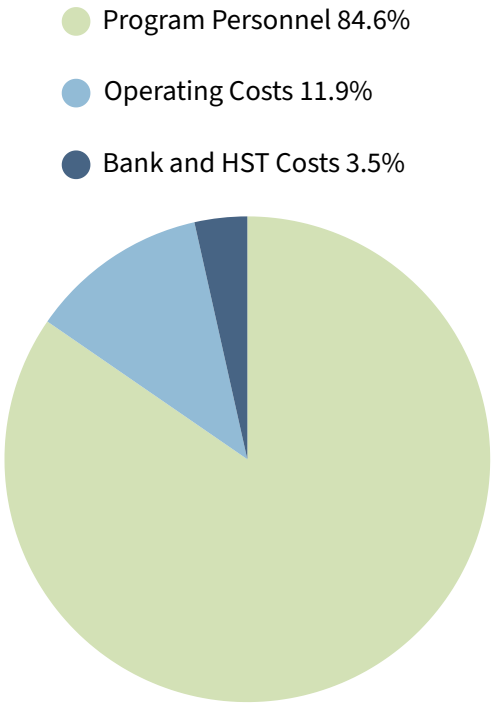
- Clinical Therapy Program Fees
- Fundraising/Donations
- Professional Workshops
- Interest

These revenue sources must cover program personnel salaries, operating costs, and business costs.

2023-2024 In-House Programs Revenue
= $852,122




2023-2024 In-House Programs Expenses
= $933,071




Fundraising/donations are key to bridging the gap between the expenses of running our rigorous clinical and training workshop programs, and the revenues raised. The expertise, experience, knowledge and dedication of SSI's team allow us to offer our unique services to our community of clients and clinicians.

**As a non-profit organization and registered charity, SSI deeply values the support of the individual donors, foundations, and companies that help us to fulfill our mandate.**

# Donors and Supporters

SSI gratefully acknowledges the following donations received between April, 1 2023 and March 31, 2024.

## Giving Confidence $25,000+

- The Catherine and Maxwell Meighen Foundation
- Rama Gaming House

## Giving Voice $10,000+

- CIBC Children's Foundation
- Harmonize For Speech
- The JP Bickell Foundation
- The Alice and Murray Maitland Foundation Bloomberg, Lawrence
- The George Lunan Foundation
- Anonymous Donor

## Giving Strength $1,000+

- AirBoss of America Corporation
- Canadian Online Giving Foundation
- Elfar, Mohamed
- The Frederick J. Hennessey Foundation
- IBM Employee Charitable Fund Campaign
- Kozak, Kevin
- Mahood, David
- Rose, Paul
- Youngs-Ransom, Roberta
- Anonymous Donors

## Giving Encouragement $500+

- Bhattacharyya, Dilip
- Cancelli, Robert
- Cecillon Family
- Flagg, Elissa (in honour of the SSI Staff)
- Hoffer, Stacey
- Ientile, Frank
- Ng Family
- SLP Journal Club

## Giving Friendship Up To $499

- Arnone, Ricardo
- Baccellieri, Mike
- Bagozzi, Carol
- Bass, Alan
- Berg, Katherine
- Bertsoukakis, Pierre
- Bloom, Jeff
- Bloomberg, Lawrence
- Brazier, Bonnie
- Bresinger, Nancy
- Bridgeport Asset Management
- Capizzano, Gino
- Csillag, Andrew
- Duclos, Michelle
- Dylnsky, Myron & Olena
- Fishbein, Bernard

(in memory of Barbara-Meissner Fishbein)

- Flagg, Mitchell
- Fornasier, Cristina
- Giving Strength $1,000+
- Hall, Dana
- Hamann, Paul & Colleen

(in honour of Isabel Hamann)

- Hamilton, Suzanne
- Herusch, Doris
- Hiebert Rempel, Lily
- Hoffer, Linda
- Iarocci, Paul

(in honour of Isabel Hamann)

- James, Ronald
- Karam, Loriellen
- Mahood, John
- Malone, Dora
- Manoharan, Pria
- Martella, John
- McCarthy, Valerie
- Medsup Canada

(in-kind donation of PPE)

- Mersereau, Terence
- Morningstar, Gary
- Muto, Anna
- Pukonen, Margit
- Radocchia, Joe
- Rajendram, Isaac
- Ranganathan, Swetha
- Ratnasinghe, Indunil
- Ritins, Andrejs
- Rudkin, Natalie

(in honour of Jon Garcin)

- Say What? Speech Therapy
- Silvera, Alexis
- Simons, Chris

(in honour of Uncle Boonaze)

- Skera, Tefik
- Somodi, Charles
- Anonymous

(in memory of Twal, Ramsay)

- TEAMFROST
- Walker, Jean & Brian
- Wilk, Ronald
- Williams, Kathy
- Wolle, Dana
- YRDSB-SLP

(in memory of Donald Hoffer)

- Ying, Edith
- Yoannou, Mary

(in honour of Jack Giamou)

- Yu, Andrea

Don't hesitate to contact us to report any inadvertent errors or omissions from the above list so that we can make a swift correction.

# Giving Partnership

SSI participates in Ontario's Charitable Gaming program, governed by OLG/OCGA. Charitable gaming offers a gaming and entertainment experience that preserves and enhances funding for local charitable organizations by sharing a portion of the proceeds with the local community.

Our sincere thanks to the Rama Gaming House, and to the SSI volunteers who made it possible for us to take part in this valuable initiative:

- Peter Aziz
- Rojana Almora
- Rojana Alzamora
- Maddy Causley-Bennett
- Jenny Cheuk
- Aaron Dsouza
- Sam Feldman
- Trevor George
- Shawn Gunter
- Alisha Iowe
- Dana Hall
- John Mahood
- Michele Meloche Kelly
- Kevin Kozak
- Laurie Kozak
- William Kozak
- Loriellen Karam
- Mindy Ravinsky
- Swetha Ranganathan
- Omar Sauri
- Shane Gerdhan Shiwsanker

**SSI is a Registered Charity**

**Legal Name:** The Speech and Stuttering Institute

**Registered Charity #:**119159358RR0001

**Year of Incorporation:** 1977

# Community Connections

SSI's dedicated team of clinicians, along with the support of our long-serving administrative staff, makes our clinical services and professional training programs possible.

**Throughout the year, SSI staff also take the opportunity for community involvement.**

*Here are some of the highlights from 2022-2023:*

**April 2023**

- Speech program clinician Dana Wolle welcomed U of T SLP placement students as part of SSI's Preschool Motor Speech Program with Surrey Place/Toronto Preschool Speech and Language Program

**May 2023**

- Fluency program Team Lead Marni Kinder and Interim Executive Director Elissa Flagg reviewed capstone portfolio's for U of T's SLP program

**July 2023**

- Fluency program clinician Lea Ayuyao welcomed our Canada Summer Jobs participant to assist with the School Age Intensive Stuttering Program

**November 2023**

- Speech Program SLP Deb Goshulak guest lectured on motor speech for the students in Durham College's Communicative Disorders Assistant Program

**December 2023**

- SSI partnered with The Children's Book Bank to create a Little Free Bookshelf for our clients.
- Fluency program Team Lead Marni Kinder welcomed 8 U of T students to participate in SSI's one-day Client Refresher program
- Speech program SLP Carolyn Spavor gave a virtual guest lecture on speech sound disorders for the brand new graduate program in Speech & Language Therapy in Ethiopia, through TAAAC (Toronto Addis Ababa Academic Collaboration)

**January 2024**

- Speech program SLP Carolyn Spavor completed training to serve as a publicly funded Communication Intermediary for people with communication disabilities who are involved in the justice system as victims, witnesses, or accused.

**February 2024**

- SSI Sponsored The Speech & Stuttering Institute Child Language Award for University of Toronto's SLP Master's Program
- Fluency program Team Lead Marni Kinder guest lectured on the Fluency Plus program for the students in U of T's SLP program

**March 2024**

- Fluency Clinicians Marni Kinder and Lori Scott-Sulky appeared on the Some Stutter, Luh! Podcast hosted by SSI Supporter Greg O'Grady
- Speech program SLP Carolyn Spavor facilitated three teaching clinics for students in U of T's SLPMaster's Program.

## Thank you to the SSI Staff for serving our community!



# Board of Directors

The Board of Directors provides strategic oversight to ensure that SSI fulfills the three core tenets of our organizational mission:

- To provide clinical services
- To educate and train professionals throughout the province
- To engage in cutting-edge research to unearth the root causes of speech-related challenges in order to find the most effective treatment methods.

Our board members volunteered their time and expertise to ensure another successful year.

**Frank Ientile, Chair**
Chief Financial Officer, AirBoss of America Corp.

**George Shields, Vice Chair**
Founder, Harmonize For Speech

**Corey Anquetil, Director**
President, Akaei Retail Consulting

**Peter Aziz, Director**
Senior Counsel, Torys LLP

**John Fisher, Director**
President & CIO, Bridgeport Asset Management

**Dana Hall, Director**
Teacher, Toronto District School Board

**Loriellen Karam, Director**
Realtor, Keller Williams Portfolio Realty

**John Mahood, Director**
Senior Account Manager, Consulting Services

**Thank you to the SSI Board for providing excellent guidance for the benefit of SSI's stakeholders.**

# How to Support SSI

Fundraising at SSI directly supports our therapy programs for clients with speech and stuttering challenges. Donations bridge the gap between the costs of delivering our rigorous clinical program and the revenue derived from client fees.

We serve our community by keeping our clinical fees below those recommended for SLP services in Ontario and by providing subsidized fees to ensure that clients and families in financial need can access treatment. Our clinicians focus their practices exclusively on speech and stuttering disorders to best serve clients with needs in these specific areas.

**Community support is critical with no government funding for SSI's clinical treatment programs!**





# 7 Ways You Can Support SSI

Make a **direct donation**
www.speechandstuttering.com/donate

**Donate Stock:** Donate appreciated stocks, securities, or mutual funds
www.speechandstuttering.com/donate-stock/

**Bequeath a Gift**: Plan a legacy gift
www.speechandstuttering.com/bequest-gift/

**Ask your company** to include SSI in its employee or corporate giving programs

**Spread the word** about SSI to encourage friends and family to make a charitable donation

**Volunteer** to support our Clinical Therapy Programs!
Email info@speechandstuttering.com for more information

**Follow SSI on Social Media:**

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@SpeechAndStuttering
The Speech and Stuttering Institute

The Speech & Stuttering Institute
SSI

**Excellence in Clinical Service**
**Educating and training professionals**
**Engaged in breakthrough research**

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