



Ontario Association of Young Parent Agencies

*serving infants, children and young parents - together*

**l'Association Ontarienne des Agences pour Jeunes Parents**

*serving infants, children and young parents - ensemble*

## November Newsletter

10 min read



### Significant Dates

November [Woman Abuse Prevention Month](#)

Nov 11 [Remembrance Day](#)

Nov 17-20 [Anti-Bullying Awareness and Prevention Week](#)

Nov 20 World [Children's Day](#)

Nov 25 [International Day for the Elimination of Violence against Women | UNESCO](#)

Nov 25-Dec 10 [16 Days of Activism Against Gender-based Violence](#)

## Member Updates

## AMM and Member meeting minutes

Thank you to all who attended our October 3rd Annual Member Meeting online and in-person at the Toronto Harbourfront Community Centre. Please find minutes/recordings below:

- [Minutes OAYPA AMM Oct 3, 2025.docx](#)
- [Minutes OAYPA member meeting Oct 3 2025.docx](#)

For those who missed it, we were joined by guest, Emily Martyn from Toronto Public Health and a member of the Public Health Ontario ACEs and Resilience Community of Practice presented on the recently released Ontario Early Adversity and Resilience Framework.

Discussion ensued regarding the alignment between the OAYPA strategic plan and the Ontario Early Adversity and Resiliency Framework. Her presentation starts at 0:50 mark in recording link below:

- [Part 2 Oct 3 2025 OAYPA Member Meeting Recording.mp4](#)

As a reminder, if you are unable to access the links to these materials on our recently launched [OAYPA Resource Hub](#), please contact Tamar Meyer, Co-Director, OAYPA ([tmeyer@abionacentre.ca](mailto:tmeyer@abionacentre.ca))

## Leadership Training with David Hartley

OAYPA's fully funded Leadership Training with David Hartley on November 13th is next week and there is still room for more OAYPA leaders to participate! Each agency can have **up to 3 leaders** participate.

### Event Details

- Date: November 13th, 2025, 9:00 AM – 4:00 PM
- Location: Waterfront Neighbourhood Centre 627 Queens Quay W, Toronto, ON M5V 3G3
- Travel/accommodation is at each agency's expense.

If you have another leader who would be interested in participating, please contact Bev McKillop.

## **Leadership Announcement From Youville Centre**

Peter Embleton will be stepping down as Executive Director at Youville Centre. Natasha McBrearty, currently in the role of Clinical Supervisor at the Centre, will assume the role of Executive Director beginning November 3, 2025.

Natasha McBrearty is a registered psychotherapist and experienced health administrator, consultant, and leader with more than two decades of work in the child, youth, and family mental health sector. She brings a strong track record of building partnerships and leading collaborative initiatives that strengthen systems of care and improve outcomes for children, youth, and families. Throughout her career, Natasha has held leadership roles at organizations such as Crossroads Children's Mental Health Centre, the Youth Services Bureau of Ottawa, and the Children's Hospital of Eastern Ontario. Her work has focused on program innovation, quality improvement, and organizational development, as well as advancing initiatives that promote diversity, equity, inclusion, and accessibility across the mental health sector.

Thank you to Pete, whose commitment and contributions have been truly invaluable, and we, at OAYPA, are deeply grateful for the time, energy, and insight you've brought to the role. Wishing you all the best in your next chapter. You will be missed!

A message from Pete: "As I step away from this role, I do so with confidence in Youville's future. As the next Executive Director, Natasha will inherit a strong, vibrant community committed to ensuring every young mother, birthing parent and child has the opportunity to learn and grow. It has been an honour to serve, and I will remain forever grateful to have had this opportunity."

Welcome, Natasha!

## **Strengthening Partnerships with CMHO to Advance Infant and Young Parent Mental Health**

OAYPA recently met with Children's Mental Health Ontario (CMHO) to explore new opportunities for collaboration through CMHO's upcoming strategic planning meetings. These meetings aim to bring CMHO's strategic plan to life—highlighting commitments to integrate youth and family voices and strengthen the focus on infants within Ontario's mental health system.

**In partnership with CMHO, OAYPA will support a dedicated consultation on Monday, December 8th, 3:00-4:30pm**, focused on the young parent and infant sector. This session will provide a platform to align sector priorities, share insights from OAYPA's policy brief, and build stronger connections across agencies serving young parents and their children.

Importantly, CMHO has expressed interest in including both member and non-member agencies, creating an inclusive opportunity to collaborate on improving outcomes for young families. Stay tuned for details regarding this important discussion.

## **Leadership Announcement from SafeGuards Training**

OAYPA extends a warm congratulations to Nicole Tuzi on her appointment as Executive Director of SafeGuards Training, effective October 27, 2025. Nicole brings over a decade of leadership in infant and early mental health, education, and community-based service delivery, along with a deep commitment to equity, innovation, and practitioner development. Most recently, Nicole served as Senior Training and Education Manager at Infant and Early Mental Health Promotion (IEMHP) at SickKids, where she led national initiatives and co-developed the Infant and Early Mental Health Certificate Program.

OAYPA is excited to continue our relationship with Nicole and SafeGuards as we work together to strengthen trauma-informed, family-centred, and evidence-based supports for young parents and their children across Ontario.

Congratulations, Nicole — and best wishes to Leslie Atkinson, SafeGuards' founding Executive Director, on her well-deserved retirement after thirty years of outstanding service.

## **CMHO Conference 2026 - Call for Proposals**

The 2026 CMHO Conference (April 20-21, 2026) provides a dynamic platform to explore bold ideas, share promising practices, and weave together innovative, equity-driven approaches. CMHO is currently seeking proposals for the traditional conference presentation formats – workshops and posters, but this year, there is a new option: Lightning Talks! These short dynamic presentations offer a fresh way to share big ideas quickly and powerfully.

Learn more about the call [here](#).

# Significant Changes Coming to Your Recruitment Process in Ontario

Effective January 1, 2026, new rules related to job postings and the hiring process will take effect in Ontario. These new rules do not apply to an employer that employs fewer than 25 employees on the day the publicly advertised job posting is posted. For more information, consult the [Employment Standards Act Ontario](#).

## New Rules in the Recruitment Process effective January 1, 2026

1. Disclosure of Expected Compensation: Employers will have to include in a publicly advertised job posting information about the expected compensation or range of expected compensation for the position.
2. Disclosure of Artificial Intelligence: Ontario employers are required to disclose if artificial intelligence is used during their hiring process in the job posting.
3. Canadian Experience: An employer cannot include in a publicly advertised job posting or in any associated application form any requirements related to Canadian experience.
4. Vacancy: Employers will be required to disclose in a publicly advertised job posting if the posting is for an existing vacancy or not.

## New Rules in the Interview Process effective January 1, 2026

- Interview Results: If an employer interviews an applicant for a publicly advertised job posting, they will be required to provide information to that applicant about whether a hiring decision has been made for that posting.
- Recordkeeping: An employer must retain copies of every publicly advertised job posting, and any associated application form for 3 years after access to the posting by the public is removed.

### [Directory: Funding Programs for Nonprofits](#)

Looking for nonprofit funding opportunities? Charity Village knows that it can be difficult to find funding and grants tailored to your specific organization's needs and service areas. So that's why they curated a list of Canadian government grant programs, foundations, and corporate funding programs for nonprofits and charities.

### [Grant Applications](#)

Words are the cornerstone of effective grant writing, and using the right ones is vital for communicating your message to funders. Check out this [article](#) by Jessica Vestergaard, Founder of Written with Purpose, to learn about some common language mistakes to avoid (and what to say instead) so your grant application is as strong and impactful as the work you're doing.

The National Academies of Sciences, Engineering, and Medicine (NASEM) published the consensus study report [\*Early Relational Health: Building Foundations for Child, Family, and Community Well-Being\*](#).

This new consensus study report on Early Relational Health supports NASEM's continuing work to advance the health, learning, development, resilience, and well-being of all children, youth, and families. The report connects expertise from multiple disciplines; establishes confidence in the science via a rigorous, independent peer-review process; and helps move policy change forward by synthesizing the most advanced thinking in the field. It also establishes a shared way of talking about ERH and sets the stage for future innovation. The report emphasizes asset-based approaches, family and community leadership, workforce supports, and cross-sector collaboration — and is a powerful tool and road map, highlighting opportunities for practice, policy, and research to strengthen supportive relationships.



Several OAYPA leaders recently completed the [Essentials of Responsible AI Governance course](#), offered through RAISE at The Dais, Toronto Metropolitan University.

This program equips nonprofit leaders with the knowledge and practical tools to strategically direct and oversee the responsible use of artificial intelligence (AI). Participants explored how AI can enhance service design and decision-making while ensuring that technology remains aligned with human values, ethics, and mission-driven outcomes.

Through the program, OAYPA leaders:

- Gained a deeper understanding of AI governance frameworks and how they apply to the nonprofit and human services sector.
- Developed practical strategies to create organization-specific guidelines that ensure AI tools are used safely, transparently, and effectively.
- Strengthened understanding to ensure AI supports—not replaces—human judgment, centering empathy, equity, and accountability in every decision.
- Learned how to make effective prompts to generate useful results.

All course materials have been saved to the OAYPA Resource Hub found here [Responsible Use of AI for Non Profit Workers](#) under “Professional Development”. If you have any questions, please reach out to Bev, Tamar or Ekua who participated in the training!



In this episode of Charity Village Connects, Charity Village explores how nonprofits across Canada are beginning to harness the [Power of Artificial Intelligence](#) to advance their missions. Through real-world case studies and conversations with sector leaders, they spotlight tangible examples of how AI is being used today, from streamlining operations and enhancing donor engagement to improving service delivery. Whether you're just starting to explore AI or looking to deepen your organization's capabilities, this episode offers practical insights and inspiration to help you navigate this fast-evolving landscape.

The 2025 edition of the Canadian Nonprofit Sector Salary and Benefits Study is the tenth study in a series that began in 2011. Among the most comprehensive reports of its kind, this study focuses exclusively on Canadian nonprofits and charities, collecting compensation and profile data for six staff levels. The study was carried out by The Portage Group Inc., a full-service management consulting firm that specializes in providing market research and information-based organizational and strategic planning for nonprofit organizations. Access the Executive Summary [here](#). Purchase the full report [here](#).

### **Public Health Nursing Practice Research and Education Program (PHN-PREP)**

PHN-PREP develops, evaluates, and mobilizes evidence-informed resources to support public health nurses, supervisors, and home visiting program teams. Their work is grounded in public health nursing practices to identify and respond to professional and program needs. There are many resources that may be of interest to OAYPA agencies and staff including child maltreatment prevention, intimate partner violence, mental health, parenting, pregnancy, reflective supervision and trauma- and Violence-informed care. Learn more at [phnprep.ca](http://phnprep.ca).

### **Fully Funded ASQ/DSP Training!**

Through funding from the Ujima Project, we are pleased to offer free IEMHP Ages and Stages Questionnaire and Developmental Support Plans training for OAYPA member staff (\$600 value/staff). Training dates to be confirmed. Please contact Bev (bmackillop@Abionacentre.ca) to be added to the registration list.

February 2026		
Orientation Session 1	Tuesday, February 3, 2026	11:30am - 12:00pm EST
Orientation Session 2	Thursday, February 5, 2026	1:00pm - 1:30pm EST
ASQ Session 1	Tuesday, February 10, 2026	1:00pm - 3:00pm EST
ASQ Session 2	Wednesday, February 11, 2026	10:00am - 12:00pm EST
ASQ Session 3	Thursday, February 12, 2026	1:00pm - 3:00pm EST
DSP Session 1	Tuesday, February 17, 2026	1:00pm - 3:00pm EST
DSP Session 2	Wednesday, February 18, 2026	10:00am - 12:00pm EST
DSP Session 3	Thursday, February 19, 2026	1:00pm - 3:00pm EST
Implementation Session 1	Tuesday, February 24, 2026	10:30am - 12:00pm EST
Implementation Session 2	Thursday, February 26, 2026	1:00pm - 2:30pm EST
Coaching Connect Session 1	Tuesday, May 26, 2026	1:00pm - 2:30pm EST

February 2026		
Coaching Connect Session 2	Tuesday, August 25, 2026	1:00pm - 2:30pm EST
Coaching Connect Session 3	Tuesday, November 24, 2026	1:00pm - 2:30pm EST

### Ontario Nonprofit Network (ONN).

Results from ONN's sixth [State of the Sector survey](#) are now available and will be shared during an upcoming [free webinar](#). This report identifies and shares the state of the sector in Ontario, in a given moment of time, and provides stakeholders with access to high quality sector-wide data, disaggregated by key demographic profiles. This year they will highlight different use cases by advocates.

The webinar will cover topics including:

- Key 2025 data findings
- ONN's six-year data analysis
- Calls to action
- A moderated panel of advocates on how they use the data for change

People will have an opportunity to ask questions during the webinar.

All registered participants will receive a recording, and a curated list of resources within two weeks of the event.

With 2026 quickly approaching, it's the perfect time to invest in professional development for yourself and your team. Charity Village eLearning Course Bundles make it simple and affordable to build essential skills, offering flexible training that supports both your immediate needs and your long-term goals.

Each bundle brings together multiple courses in one curated package designed for nonprofit professionals. With the convenience of self-paced learning and 15% savings compared to purchasing courses individually, it's an easy way to strengthen your team and finish the year strong. Explore the bundle offerings today:

- [Better Board Kit](#)
- [Better Communication Bundle](#)
- [Board of Directors Essentials Bundle](#)
- [DEI Bundle](#)
- [Essentials for New Nonprofit Leaders Bundle](#)
- [Event Planning Bundle](#)
- [Fundraising Bundle](#)
- [Management & Leadership Bundle](#)
- [Managerial Essentials for Nonprofit Leaders Bundle](#)
- [New Employee Bundle](#)
- [Workplace Etiquette and Soft Skills Bundle](#)
- [Workplace Mental Health and Psychological Safety at Work Master Certificate Program](#)

### **Carters Professional Corporation**

2025 Carters Annual Charity & Not-for-Profit Law Webinar consists of 10 fast-moving sessions on key topics that we need to know to keep abreast of changes in the law affecting charities and not-for-profits.

Date: Thursday, November 13, 2025

Time: 9:00 a.m. – 1:15 p.m.

Cost: \$40.00 (plus HST)

Guest speakers:

- Bruce MacDonald, President, Imagine Canada, on the topic of Key Insights into the Charitable Sector: Developing Trends in the Making;
- Kenneth Hall, President, Robertson Hall Insurance, on the topic of Challenges in Securing and Keeping Insurance by Charities and NFPs.

To register, visit <https://eventstream.regfox.com/2025-carters-annual-charity-not-for-profit-law-webinar>

In recognition of the National Day of Remembrance on Violence Against Women, Youth Opportunities Fund (YOF) is pleased to host a [panel discussion on gender-based violence](#), will take place online December 2, 2025, from 11:30 a.m. to 1:00 p.m. The panel will feature Indigenous and Black grassroots leaders and subject matter experts from across Ontario. Panelists will explore:

- The rise in gender-based violence, femicide, Missing and Murdered Indigenous Women and Girls, and human trafficking in Ontario.
- The underlying systems contributing to gender-based violence and intimate partner violence against Black and Indigenous women and gender-diverse communities.
- The role of grassroots movements and leaders—past and present—in challenging gender-based violence.
- How advocates are mobilizing resources to support their efforts in this space.

SafeGuards is a partnership of provincial associations dedicated to providing culturally informed training on trauma-informed practice, trauma assessment and treatment and related effects of trauma. OAYPA is an Association Member of SafeGuards. OAYPA agencies receive a member's rate, which is 12-23% off on SafeGuards training fees. Save an additional 20% off with group registration of 4 or more participants. Download the group registration form [here](#). For more information and to browse their list of courses, see below/click [here](#).

The following courses may be of interest to you.

- [Therapeutic Journaling: An Evidence-Based Intervention](#) November 3, 12:30 – 4:00 pm
- [Trauma Informed Practice](#) Nov 13 & 14, 1:00 – 4:00 pm
- [Using the STAIR Model and Critical Race Theory when Working with Black Youth and Families](#) Nov 17 & 18, 1:00 – 4:00 pm
- [Confronting Suicidal Ideation and High-Risk Behaviour](#) November 20 & 21, 1:00 – 3:00 pm
- [In Between the Missing and Murdered: The Need for Indigenous Led Responses to Human Trafficking](#) November 25 & 26, 1:00 – 4:00 pm
- [Serving the Mental Health Needs of Persons with a Developmental Disability](#) November 27 & 28, 9:30 am – 3:30 pm
- [Advanced Skills for Brief Therapy Practitioners: Managing Complex and High-Risk Issues](#) December 1, 2, 8 & 9, 1:00 – 4:00 PM
- [Ambiguous Loss: A Framework to Understand and Respond](#), December 3, 2025, 1:00 – 4:00 pm
- [Practical Integration of CBT and Attachment Theory in Psychotherapy](#) December 10 & 11, 1:00 – 4:00 PM

**Follow us on social media!**

**LinkedIn:** [Ontario Association of Young Parent Agencies \(OAYPA\)](#)

**Instagram:** [@OAYPA](#)

**Facebook:** [Ontario Association of Young Parent Agencies](#)

**X:** [@TheOntarioAsso1](#)