



# CYC Chronicle

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Summer 2013

ONTARIO ASSOCIATION OF CHILD AND YOUTH COUNSELLORS

Founding Member

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## A Letter from the President

The OACYC is in the midst of its latest membership renewal campaign. So far it has gone very well and we confident that we will be able to retain our present membership base; however, the reason for this letter is because it is critical that we ensure membership renewals reach 100%, and use this membership renewal period as a chance to increase with new memberships as well.

As you know, the Association is committed to creating a regulatory body overseeing child and youth work in the province of Ontario. We believe that this has a significant impact on the protection of vulnerable and at risk youth in the province of Ontario. Currently, anyone can work in the field and call himself or herself a child and youth worker, regardless of professional credentials or qualification; such regulatory laxity is not permitted in the field of psychology, social work, occupational therapy, or even early childhood education.

Further, as you are aware, most disenfranchised young people live in residential programs and are at increased risk when there is no regulatory body overseeing the quality and qualifications of those workers whom these youth trust. The Board of Directors of the OACYC believes that with a minority government we have an important window of opportunity to create a regulatory body. This is why we have made such a strong commitment to increasing membership over the last year; we believe that with the number of members we have and with a modest increase

will be able to approach the government and take the crucial step towards regulation and professional designation.

Regulation will increase professional recognition and will also increase professional mobility, ensuring a uniform standard of protection and a better sense of job security for all certified CYC's. People have often thought that regulating CYC's is a self-serving function; however, as I have outlined; in fact, it is a means by which we can also ensure a higher standard of care for the youth that we help.

The Association is also preparing for eventful 2014, with a provincial conference being planned for next summer, as well as a new series of professional trainings being offered across the province.

I'm asking you if you have not renewed your membership please do so as soon as possible and accept our sincerest thanks. If you have renewed and know of a child and youth worker that has not, please share with them our commitment to protecting our profession as well as the young people we have dedicated our professional lives to protecting; together we can do better and can make Ontario a safer place for those we aid, as well as a better place for professional practice.

Yours Truly,  
~Keith Lindsay

## Office Update

The past few months have been a very busy time for the OACYC. We would like to provide a brief update on our membership campaign as well as some of initiatives that we are working on over the summer months.

Since launching our spring membership renewal campaign on May 1<sup>st</sup> we have had a very positive response from members, with over 70% of eligible members renewing. However, it is important that you remind your friends and colleagues that the Association has changed its annual renewal date to June 15 from October 15. Moreover, the annual membership fee is \$80 (plus HST) for the year; the rate of \$50 (plus HST) paid in the fall of 2012 was a prorated fee to bridge members until June of this year. For those members that have renewed since May, we would like to thank you for your patience, we have changed our mail processing system and as a result members can expect up to a two-week wait to receive their renewal package – all wall-certificate requests will be processed and mailed out in the first week of July.

As we highlighted in the past Chronicle, the Association has seen tremendous growth in membership over the last six-months, this is greatly attributable to our community partners and notably the enthusiasm and dedication of individual members committed to helping us move forward. In order to maintain this momentum we ask for your commitment over the next year; we need members to advocate for our profession and the promote importance of professionalism.

Throughout this issue of the Chronicle you will see how individual members view the role of the Association, and the need to educate fellow CYW's on how professional advocacy will determine the future direction of the field and our ability to better serve the children and youth we work with. One way to advocate for our profession is through broader community engagement, and shedding light on the life changing work we do everyday. We have included a template of a letter that we send to our partners in mental health, it will provide you an outline of some key points to raise when discussing the mandate of Association as well as the indispensable value of child and youth work.

To help us better gauge how we can better serve

you, the Association has partnered with colleges, hospitals, and private agencies across the province to help us hold forums that allow members and non-members to provide feedback about what they deem a priority for the Association. We have stressed the importance of legislation, and we have made tremendous inroads with all provincial parties and are at the cusp of presenting a comprehensive legislative prospectus; however, we realize the need to provide comprehensive representation and services to our members, and as such need your feedback on how we should utilize our resources. Through forums and working groups we would be able to best understand the diverse needs of our members across the province. Additionally, starting in September we will start our new series of Professional Development workshops – you will receive email notifications about new offerings.

Lastly, the Association has formed a conference committee that will be working throughout the summer on our 2014 Provincial Conference; details will be announcing in the coming months.

On behalf of the Board of the OACYC, we wish you a safe and happy summer (enjoy your holidays and remember the importance of self-care)!

*~ OACYC Office  
(Debbie & Peter)*

### Up Coming Chronicle Submission Deadlines

**Fall 2013 Release Date: September 10, 2013**  
**Summer 2013 Edition Submission Deadline: August 15, 2013**

**Winter 2013 Release Date November: 20, 2013**  
**Fall 2013 Submission Deadline November: 5, 2013**

**Please Send Submissions to: [office@oacyc.org](mailto:office@oacyc.org) (subject Chronicle Submission ATTN: Editorial Committee)**

*Don't forget to take time to talk to a supportive colleague about some of the challenges you've encountered.*

## Help Wanted ...

I am writing this article in hopes that I can inspire those around me and/or influence some much needed change in our profession as Child & Youth Workers.

I have been working in the public and private sectors with children, adolescents and their families for over 34 years and I can confidently say that my journey as a Child & Youth Worker has been one of the most rewarding, most inspiring, and most satisfying experiences I have had. I have always had a passion for this profession, and I have always advocated for it; however, I did not always have means through which I could help advocate en masse. I believe I now have a great opportunity through the OACYC; who I believe are the leaders of ethics and professionalism; to support what the future of Child & Youth Work can look like.

I have the opportunity to come into contact with a variety of organizations within our field on a daily basis (school boards, hospitals, residential settings, child welfare, children's mental health, youth justice, foster care, private practice, College, etc.) and every opportunity I get I advocate for our profession, because I believe in it. The responses I get have often been positive, however I am struck by the many reasons some CYW's are not members of our association: 'It is too costly' – really an \$80 membership is minuscule in comparison to other professional memberships and it actually is only about \$1.50 per week. I wonder how much CYW's spend on coffee a week; 'I don't feel I get anything for my membership' – quarterly newsletter, job posting advertising, training updates, professional training at a low cost, professional liability, mortgage, car & house insurance at a reduced cost, just to mention a few benefits. Have you checked out what other professional memberships give their workers?; 'I don't agree with some of their views' – so become a member and be part of the change & solution. I get frustrated with why some waste their time with frivolous complaints without looking at solutions.

Aren't we supposed to be strength based in our approach, instead of looking at all the problems, why don't we think constructively and look at the solutions? Why can't we transfer our solution-focused skills to our professional lives? I challenge people to not look at the problems, but look forward and be part of the solutions. The United Nations Convention on the Rights of the Child, believe that children and youth "have the right to be heard and that they must be supported in achieving

their full potential as members of society in the spirit of respect, dignity, equality, tolerance, association, participation and opportunity". It is this belief that is the foundation of Child & Youth Workers advocacy for children/youth. So if we are so good about advocacy for children why can't we advocate for ourselves? It is time we begin to better advocate for ourselves, for our profession, and for our cause. If we are expected to help vulnerable children & youth move forward in their lives than why can't we ensure that we can do just as well with our own profession? Don't you think it is time we start to use our own voices to ensure our rights, interests, and views are heard and understood? It's time we get the respect we deserve and the acknowledgement that our profession in Child & Youth Work matters.

How can you do your part? We need to find others who need to become members of the OACYC. Can you imagine how big we could get if each member recruited at least one person? I recently took part (with other colleagues from Centennial College) in supporting 75 brand new graduates in the CYW field become full professional members of the OACYC and we have an additional 50 graduates from our Part Time & Apprenticeship Program who we are presently encouraging to also join. I am only one person, but I believe that I have an obligation to this incredible field of work and to be part of this important change.

I feel that there is no greater priority now than getting the professional recognition that we so deserve, we have to stop sitting around and waiting for others to take initiative. We need to become united as one and gain the respect that we deserve in the helping field. We need to be able to go forth to the government with 2000 supporting members and get them to approve and support our professional status. We have a perfect advocate with the Association so let's entrust them to move forward and advocate for this much needed change. Become a member!

Let's start to work collaboratively. I challenge others to take a stand. Send in your thoughts and ideas of how you are going to support us moving forward with the support of the OACYC.

*~Colleen Kamps*

## A Threat to Professional Child & Youth Care Practice

Having been in child and youth care since 1973, in the province of Ontario, I have what could be considered a lengthy view of our profession. I took my first position as a full time residential child care worker at an annual salary of \$4,800.00 . . . and how things have changed!

We as child and youth care workers have been, and continue to be, involved in many different sectors – mental health, child welfare, social services, education, health care, youth justice, youth hostels, and youth in between all of these sectors. We have had strong leadership, weak leadership, and no leadership over the past 40 years in our Association and yet our Association is still here and is stronger today than ever. We have gone through boom times – the 70's and early 80's where programs and agencies were receiving new funding to try and meet the needs of children, adolescents, and their families who were struggling with a whole range of issues. We went through the late 80's and 90's where cutbacks and restraints were being introduced and where there were claw backs happening frequently.

By the turn of the century it was clear that funding was not going to reappear with a stronger economy, as had been the previous experiences. Governments had made way too many commitments that were impossible to financially manage. There was the introduction of the idea that social services and government services should be more business-like and develop and operate with 'business plans' (code for restraints) even though these were government services not businesses! And child and youth workers kept on and kept on and kept on . . .

Now in 2013 we have agencies and organizations looking at accepting a mix between private-for-profit and not-for-profit services, meeting the special needs of children and adolescents. Sounds good?

I have been in both public and private services for the past 40 years and appreciate that the mix of the two is so much more effective and efficient than one or the other, since both bring their own set of strengths and both have their own set of weaknesses. But in our rush for efficiencies, at the expense of effectiveness, public organizations are looking at processes like RFP's or preferred provider systems where we pit organizations against each other to provide the most for the least amount of money; reminds me of the late 80's where it became popular for government officials to talk about "doing more with less" as a way to justify service cuts. But we all know in service delivery, when you have less you will deliver less . . . unless, of course, you cut salaries, benefits or fees paid to practitioners.

The logical, efficient government, and now organizational, bureaucrats know that they can drive costs down if they make people compete for service funding based solely on costs. Sure there is lip service paid to the idea about service effectiveness and finding new ways of providing services, but that is just a smoke screen. Another issue that compounds the problem is that colleges and universities, in their rush to balance budgets by selling seats, will be creating new courses and programs to respond to the care and treatment of people and will be shortening course lengths, making up certifications for specific populations, and proposing minimum training standards (not necessarily knowledge or skill standards). What that leaves is organizations creating an environment where fees paid to front line professionals, like child & youth care workers, will be reduced and there will be new sets of people being trained (as alternatives) to replace existing practitioners, including child & youth care workers.

The solution that I would propose is to continue to build a professional Association which will take issue with reducing compensation to practitioners; an Association that will advocate for professional child & youth care workers being engaged to serve children, adolescents and their families and not sub-standard substitutes, an Association that will call out organizations, whether public not-for-profit or for-profit companies for meeting budgets, gaining new contracts, or responding to new constraints on the back of child & youth care professionals.

This is a big job for the Association, loaded with big risks, but a job that needs to be taken on or, I fear, the gains made in the past 40 years will quickly be eroded and quite possibly be the end of professionalization of child & youth care work.

If we don't say our work is important, if we settle for less compensation than nonprofessional staff, if we have no voice - then we have lost. We need to demonstrate professional conduct, professional care and treatment, professional education and training, professional management, and articulate the effectiveness and need for the ever-increasing theoretical and research-supported child & youth care work to both the professionals that we work with and to the general public. We cannot play by the same old, tired rules that place child & youth care at the bottom of the ever-shortening professional pole. My 40 years in child & youth care have been tremendous, but it is imperative that we take action now and plan for the next 40.

~*Bill Carty*

## College Spotlight: Centennial College

**Did You Know:** *With the support of the Alumni Association and Professor Colleen Kamps, all 70 graduating CYW's from Centennial College received their 'Professional-Certified' membership on graduation day – fully subsidized.*



**Updates from the CYW faculty and students of the “oldest college in Ontario”; celebrating 50 years in 2015!**

The CYW faculty at Centennial College demonstrates their belief in professional membership, as we are full professional members of the OACYC.

Speaking of faculty, Catherine Smith-Resnick has announced her retirement, for spring 2013! You can email your best wishes for her new adventures in retirement-land at: [csmithre@my.centennialcollege.ca](mailto:csmithre@my.centennialcollege.ca)  
CYW International Opportunities:

In 2012 Amy Gaudar and Deborah Mathews-Phinney were part of the leadership team for a Global Citizenship & Equity Learning Experiences (GCELEs) trip to Kenya, with three CYW students as part of the team. This group participated in building a school.

Moving forward in 2013, Amy has just returned from leading a group of students to the Mexico/Arizona border, where students collaborated with border communities in Tucson, Arizona and Agua Preita, Mexico. They worked on developing leadership skills and recognizing their own power to evoke change through advocacy and community development.

Further, Deb has returned with a team to Kenya this spring. The “Kenya Experience” is providing students and staff the chance to work with Kenya’s Maasai and Kipsigi communities. Students and staff have the unique opportunity to work in partnership with community members in four areas: access to clean drinking water, education, healthcare and alternative income projects.

If you would like to read more about these exciting adventures see: <http://www.centennialcollegeblog.com/>  
New this year: Centennial College is providing several certificate opportunities for the students in Restorative Justice; Safe Talk and Positive Space Training.

### CYW Student Activity

And the winners are: You Know My Name but Not My Story. Three second year CYW students, Nicole Barham, Cherrisse Wilson and Mariah Jackson designed an initiative that they presented in a global citizen initiative innovative fellowship competition.

Calling it the “Don’t Label Me Project” (DLMP) this was connected to an assignment in their advocacy and law course and their response related to global issues – they spent time figuring out how to raise funds for various charities that support woman – one of the fundraising ideas was designing t-shirts to sell. For more information, or to purchase a t-shirt you can email them at [don't.label.me.project@gmail.com](mailto:don't.label.me.project@gmail.com) (T-Shirts \$20.00; Sweaters \$40.00). This idea had been brewing with Nicole for about six years and she is thrilled that the idea has been brought to fruition through this project. The project was spurred on by the student’s passion about the empowerment of young females in society. Six groups (from across the college) competed and they won \$1000.00 towards actualizing their social action strategy.

~ *Janice Walker, CYW Professor*

***Centennial College is Ontario’s first community college, established in 1966, primarily serving the eastern portion of the Greater Toronto Area through four campuses and seven satellite locations. It has a record of exemplary teaching, innovative programming and extensive partnership building. Centennial is recognized as one of the most culturally diverse post-secondary institutions in Canada. Almost 100 ethno-cultural groups are represented and 80 languages are spoken on campus.***



*The association welcomes contributions from all ‘active’ members; our publishing mandate necessitates the topic be relevant to the profession. We embrace divergent views; we believe in the importance of democratizing narrative exchanges; we hope the Chronicle will provide such a forum. The following submission is an op-ed contribution; therefore, we respect the author's choice of words and style; it is not our role to alter such writing. If requested, anonymity is respected, however, confirmation of active membership is required. For Submissions or Comments, please email: [office@oacyc.org](mailto:office@oacyc.org)*

## Bartimaeus Celebrating 25 Years!

In September 1988, a few colleagues were sitting around together discussing how children's mental health residential programs could be better supported when they had a difficult resident or when their staff complement had diminished. Generally programs used relief staff, often past students or past staff, to call for times when additional staff was required. More and more often, however, what was required was very experienced, confident and skilled practitioners to go into a program to help settle and stabilize the program by supporting the residents as well as assisting the residence staff.

After a number of meetings, a plan was devised, and two key people (Judy Stuart and Bill Carty) emerged to put the plan into place – and that was the creation of Bartimaeus Inc.

Initially it was thought that this type of service delivery could be provided by a not-for-profit children's agency. However, it became clear, in 1988, that government funding for new initiatives was quickly coming to an end and that the only way the plan would work was to charge a fee for the service.

The first service request that Bartimaeus received was for a child who had an acquired brain injury and was living at home with her mom. Her behaviour was challenging enough that the psychiatrist involved with the case called and asked if a worker could go into the home for a short period of time until a treatment program could accept the girl.

There were many doubters in the beginning but in its first full year Bartimaeus provided 19,824.5 hours of service, all in the Toronto area, proving that there was a need for experienced and skilled child and youth care practitioners to assist and support funded agencies. Today, Bartimaeus provides over 360,000 hours of service per year in five different provinces. The vast majority of those hours are still spent providing direct care and treatment services.

Bartimaeus has grown by responding to service requests for expertise in a wide range of sectors with a wide range of people requiring care and treatment. Starting as a child and youth work company was significant to our growth, as we are now regarded as the premier organization that helps people who are demonstrating moderate to severe behaviour challenges due to a vast array of conditions. Our child and youth work orientation in assisting children, adolescents, adults and seniors, and the organizations that serve them, allows us to see strengths, compe-

tence and positive alternatives rather than weaknesses, pathology and restraint.

The strength of our services, like any good agency or program, has been our practitioners that work with us in partnership. Our Associates have a choice as to what contracts are of interest to them and where they would like to provide their expertise. We have been extremely fortunate to have attracted the very best practitioners, throughout the years, in all of our service areas. We have the flexibility to meet the needs of professionals as we provide contracts on an occasional, part-time or full-time basis. Underpinning our whole service model is the notion of choice – choice for the client, for the agency engaging us, for our Associates and for Bartimaeus.

The strength of our company is the Service Coordinators who make the commitment to both the contracting agencies, organizations and to our Associates to provide the most effective service possible. Our first Service Coordinators – Judy Stuart, Holly Fisher, Chris Brown and Lori Townsend set the standard for care and treatment at a very high level, and those that have followed have continued in the same vein.

The strength of our model has been the fact that we built a service model for people and then built a business model to support the services we provide. Bartimaeus has been and is truly service first and business second!

When people ask “what are you going to do for your 25<sup>th</sup> anniversary?”, I am very pleased to say that we are continuing to provide exceptional service to people we work with, we will continue to keep our standards high, and we will celebrate this year by giving back . . . announcements to follow . . .

Since becoming the President of Bartimaeus, in June 2011, I have been so thankful of so many people who have made the transition smooth and easy. Most importantly I would like to thank everyone that has worked with us, works with us now, and will work for us in the next 25 years.

Bartimaeus' success has been a dynamic example of collaboration, partnership, choice and professionalism that demonstrates that the world doesn't need losers to have winners, having a model of service that supports everyone benefitting has been realized.

*~Pat Gaughan, President: Bartimaeus Inc.*



## Planning for your Future |

## Member of Distinction

My name is Lenard Aqui and I graduated from Humber College in 1982 when in the profession, we were still known as Child Care Workers that title has now evolved through Child and Youth Worker to Child and Youth Counsellor. My career also evolved over the years beginning with Frontline Residential and Day Treatment CYC to Supervisor of Residential Treatment and Assessing and Receiving homes to my final title of Supervisor of Child and Youth Counsellor Programs.

During these many career movements, I did take time to get married and Anne and I have been together for 25 years, raising 3 incredible children Lindsay, Alex and Lauren.

A few things remained consistent over the years:

- C.Y.Cs work very hard and do all the dirty work.
- C.Y.Cs are the most invaluable/misunderstood profession.
- C.Y.Cs are underpaid.

Having to make career changes due to "Deficit Management" and understanding the above consistencies lead to my new career choice as a Mortgage Agent.

Purchasing a home is the single largest investment and individual can make, my goal as a Mortgage Agent is to ensure that it cost you the *least*. Given my experience as a C.Y.C. I am in the unique position to empathize with your mortgage needs whether buying, re-financing or consolidating.

*Why use a Mortgage Broker vs your bank?*

Clients ask this question all the time. The answer is quite simple and makes total sense. As a broker we are able to shop dozens of lenders who can compete for your business. The mortgage market is changing everyday in Canada, being able to offer new and improved products quickly to the market place is a very important aspect of being a Mortgage Broker.

Just as an Insurance Broker finds you the best deal on insurance, a mortgage broker finds you the best deal on a mortgage. I am independent, and will deal with the financial institution that is going to give you the best mortgage for your situation. Even though I work for you, I get paid by the financial institution, which means that my expert, unbiased, fast service costs you nothing (OAC)!

Let a Mortgage Broker take the hassle out of negotiating a mortgage. We work on your behalf and are not satisfied till you are.

~Lenard Aqui C.Y.C.

Mortgage Agent

Northwood Mortgage Ltd

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***Patrick Gaughan receives the Alumni Award at Cambrian College!***

At a convocation ceremony held on Wednesday, May 22, Cambrian College honoured Patrick Gaughan, President and C.E.O. of [Bartimaeus Inc.](#), with the College's Alumni Award. The Alumni Award recognizes outstanding contributions to Cambrian College and to society through professional excellence and extraordinary service to education.

Pat is a 1986 graduate of the Child Care Worker program who began his career at Thistletown and has worked front line, led multi-disciplinary teams and provided a range of services to children, youth and their families for almost 30 years. He has held management positions in many organizations, and is now C.E.O. of Bartimaeus Inc., a private company that provides specialized support, rehabilitation, and services to children, adolescents, adults, and seniors who live with mental, emotional, or psychiatric health concerns; trauma; or acquired brain injury. Bartimaeus also provides consultative services to other organizations.

It was wonderful for graduating child and youth workers, their parents and faculty members to hear about Pat's long and successful career as well as his community service. He currently serves as board President of the Reach Out Centre for Kids (ROCK) in the Halton region and is a board member of the Alliance of Community and Medical Rehabilitation Providers. He also spent four years on the Ontario Association of Child and Youth Counsellors board and has devoted over a decade to coaching girls' hockey in Burlington.

Regarded as a leader in his field, Pat Gaughan has presented workshops and seminars at both national and international Child and Youth Care conferences and has been published in *Relational Child & Youth Care Practice*. Pat's wife, Holly, and colleague, Keith Lindsay, also a Cambrian College, CYW alumnus attended the convocation in Sudbury.

~Jennifer Cawley Caruso

# A Letter to Mental Health Professionals



## ONTARIO ASSOCIATION OF CHILD AND YOUTH COUNSELLORS

Dear Community Stakeholder,

As a leading professional in children's mental health, you have had the unique opportunity to work along side child and youth workers, and are keenly aware of the aptitudes and the crucial role child and youth workers play as members of interdisciplinary mental health teams.

The *Ontario Association of Child and Youth Counsellors* (OACYC), established 1959, is the professional association representing over 2,000 Child and Youth Counsellors – professional members, students, and associates in the province of Ontario. We also provide a voice for over 8,000 child and youth workers across the province.

As you are aware, child and youth workers provide front line supports to the most vulnerable children and youth, parents, and partners within residential treatment facilities, schools and their communities. Through building positive and therapeutic relationships with children, youth and their families, child and youth workers offer support through restorative practices, social skill development, and crisis management. Child and youth workers 'normalize' mental health issues through education and support of both the client and other support systems. They are often the person, to whom the child/youth will disclose issues, knowing that the child and youth worker will work with them, in trust, to resolve the issue together.

Presently our profession remains unregulated; as such, the OACYC, on behalf of our members, is concerned that without regulation the future of our profession is in jeopardy, and would impede our ability to aid in the therapeutic care of our provinces most vulnerable children and youth.

The OACYC is in the process on implementing a professional certification program to ensure a standardized set of competencies and qualitative standards. This we identify as a necessary step towards becoming a legislated profession.

The OACYC respectfully asks that you consider the distinctive educational and experiential credentials of child and youth workers as key to the success of proposed policies, and ensure our voice is heard.

We would appreciate the opportunity to meet with you and engage in a dialogue to further explain how child and youth workers are a valuable component in the betterment of our child welfare system.

*Respectfully yours,*

Deborah Sliwinski  
*Executive Director*

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