



Mental Health Forum

#Reflect & Rise

February 24 - 25 2026
Montreal





About the Forum

The 2026 CHSSN Mental Health Forum, #Reflect & Rise, brought together community leaders, service providers, and partners from across Québec's English-speaking community to strengthen collaboration, deepen learning, and advance culturally responsive mental health initiatives.

Hosted by the Community Health & Social Services Network (CHSSN) and supported by the Fondation Lucie et André Chagnon, the Secrétariat aux relations avec les Québécois d'expression anglaise (SRQEA), and the Secrétariat à la jeunesse, the Forum centered on resilience, outreach, partnership, workplace culture, and sustainable community impact. The gathering opened with a land acknowledgment recognizing the traditional territory of the Kanien'kehá:ka Nation and highlighted Black History Month in Canada, emphasizing Black leadership and resilience. Organizations serving Black communities, including the African Canadian Development and Prevention Network (ACDPN) and the Black Healing Centre, were acknowledged for their vital contributions.

#Reflect & Rise: Forum Summary

In her opening remarks, Jennifer Johnson, CHSSN's Executive Director, underscored the importance of accessible mental health services in English and reaffirmed the need for strong, community-based leadership. She also announced the transition of administrative responsibilities for the Partenariat d'assistance aux organismes en santé mentale (PAOSM) program to the SRQEA. The session concluded with the introduction of facilitator Griffin Payne, Community Development Specialist, who guided participants through two days of reflection, dialogue, and practical learning.

Over the course of the Forum, participants engaged in reflective exercises, keynote presentations, interactive workshops, panel discussions, and peer exchanges designed to strengthen both individual leadership and collective ecosystem capacity.

Several core themes emerged:

Outreach is relational, not transactional. Authenticity, consistency, and trust are the foundations of meaningful engagement.

Collaboration must be intentional. Strategic partnership mapping and clarity of fit are essential to avoid burnout and duplication.

Internal culture shapes external impact. Staff wellness, boundaries, and leadership sustainability are prerequisites for community stability.

Conflict can strengthen community. When approached with empathy, structure, and shared purpose, conflict becomes a tool for growth.

Connection fuels resilience. Participants repeatedly emphasized the value of solidarity, psychological safety, and shared reflection.

Technology and human connection require careful balance. Emerging conversations around AI tools highlighted both opportunities for accessibility and concerns about replacing - rather than complementing - human relationships.

The Forum demonstrated measurable impact:

98% met someone new working on mental health initiatives

87% strengthened existing connections

91% gained new knowledge or insights

85% were introduced to useful tools, resources, or practices

93% rated the Forum as beneficial or very beneficial

While many participants reported feeling better equipped to implement programs and advocate for English-speaking communities, feedback suggests that translating ideas into action will require continued collaboration, follow-up, and structural support.

Above all, the Forum reaffirmed that Québec's English-speaking mental health ecosystem is collaborative, values-driven, and ready to think boldly about the future. Participants left not only with tools and strategies, but with renewed energy, strengthened relationships, and a shared commitment to sustained, collective impact.



Opening Session: Collective Intentions for Growth & Sources of Strength

During a reflective session led by Griffin Payne, participants engaged in a symbolic “Tree of Strength” exercise, illustrating their roots (sources of strength) and branches (intentions for growth). Using the metaphor of interconnected oak trees, the activity emphasized resilience, shared learning, and collective impact.

Across all reflections, several key themes emerged:

- **Collaboration & Partnership:** A strong desire to deepen cross-sector relationships, strengthen partnerships, and build a more interconnected support ecosystem.
- **Community Engagement:** Intentions to expand outreach, increase youth inclusion, and amplify community voice.
- **Continuous Learning:** Commitment to growth through curiosity, open-mindedness, and learning from both peers and experience.
- **Relational Strengths:** Empathy, active listening, authenticity, and non-judgment were consistently identified as core personal and organizational strengths.
- **Collective Resilience:** Strength was rooted not only in individuals, but in teams, families, faith practices, and shared networks.

The exercise reinforced a central insight: like oak trees connected underground, the group’s resilience and growth are strengthened through intentional collaboration and shared purpose.

Keynote by Svens Telemaque: Outreach, Persistence, Mental Resiliency

Svens Telemaque’s keynote reframed “Outreach, Persistence, and Mental Resiliency” as fundamentally human work: people don’t engage because of the quantity of services offered (“the light”), but because they feel authentic care (“the heat”)—empathy, non-judgment, and love. He argued that many harmful behaviors are better understood as unhealed pain (rejection, abandonment, betrayal, humiliation, injustice) and that healing requires purpose, accountability, and boundaries rather than simply time. Through stories from his work with seniors, incarcerated people, and community programs—and his own transformation—he emphasized that sustainable service depends on meaning-driven outreach, persistent follow-through, and concrete practices that protect helpers from burnout while empowering clients toward autonomy.



Key takeaways:

- Outreach is relational, not transactional: services matter, but people open up when they feel warmth, dignity, and authenticity.
- Pain is often the root: common wounds shape behavior; shifting from “good vs. evil” to “what happened and what needs healing” changes how we serve.
- Purpose sustains persistence: meaning is the fuel that helps individuals and organizations stay engaged when the work is hard.
- Boundaries are essential to resilience: like the lighthouse keeper, you must “keep oil for yourself” to remain effective and prevent burnout.
- Resilience is built through practice: write it down, expose what’s unresolved, debrief/unpack with others, try new tools, mind your attitude, and subtract what costs peace.

Panel 1: Strategies and Challenges with Outreach

Moderated by: Jonathan Sbrollini, Camp LIFT

Panelists: Ashley Roy (ECO-02), Franca Sparapani (Seniors Respite Montérégie), Emily McBurney (Mental Health Estrie), Kennedy Fraser (4Korners), Sam Nyinawumuntu (Black Healing Centre).

The panel brought together community leaders working across youth, seniors/caregivers, and equity-deserving communities to explore what makes outreach effective—and what gets in the way. Speakers emphasized persistent barriers identified through CHSSN survey insights, including linguistic and geographic constraints, limited staffing and burnout, difficulty reaching certain demographics, and—critically—outreach that does not “convert” into participation or action. In large rural regions such as the Eastern Townships, panelists described the realities of serving dispersed communities, competing local events, and the time burden of travel, underscoring the need for hybrid models and team-based planning to prioritize limited capacity.

Across contexts, trust emerged as the key driver of engagement: respite services require families to feel authenticity and compassion before accepting support, while youth-facing work depends on sustained school relationships, consistent programming, and credible adult allies (teachers and specialized staff) who can encourage vulnerable students to participate. Panelists also highlighted that language and representation can determine whether outreach succeeds—particularly when serving Black communities—prompting shifts toward culturally responsive messaging (e.g., “wellness” versus “healing”), better representation in materials, and community ambassadors who build momentum through word-of-mouth.

Strategies for effective outreach identified by the panel:

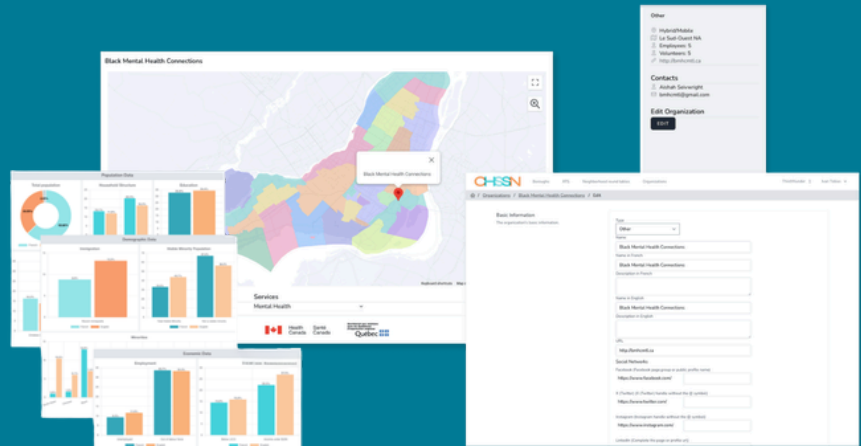
- Repetition and consistency in outreach efforts, even when results are not immediate.
- Use various communication channels, such as social media, articles, and kiosks, to reach potential clients.
- Staying close to key contacts and maintaining relationships with different stakeholders.
- Building relationships with French partners and the impact of consistent presence and reputation on gaining access to new schools.
- Prioritizing key partners and maintaining a focus on core services to avoid overextending the organization.



CHSSN's Mapping App

Jennifer Cooke, CHSSN's Regional Development Officer for greater Montreal, offered forum attendees a tour and tutorial on how to use the CHSSN's Mapping App. Work is ongoing in the Laval and the Montérégie regions and expanding in the Laurentians and the Lanaudiere adding to the existing Island of Montreal map.

The CHSSN Map App is a community development tool and digital platform designed to support community-based health and social services organizations in Quebec. It provides access to localized demographic and service data, enabling users to analyze community needs, identify service gaps, and make evidence-based decisions.



Key Reflections and Takeaways from Day One

The afternoon was marked by reflection, inspiration, and a deepened sense of shared purpose. Participants left with practical strategies, renewed motivation, and a stronger appreciation for the interconnected nature of their work.

Showing Up Matters

A powerful and practical outreach example underscored a simple truth: meaningful engagement starts with presence. One participant shared how bringing coffee and treats to a local school during exam season opened doors that formal requests could not. The gesture was small - but the impact was lasting. The message resonated: outreach does not have to be complex or costly. Showing up consistently, offering support without expectation, and building relationships over time creates trust. Across the room, participants acknowledged that while outreach strategies differ by organization and audience, authenticity and generosity remain universal drivers of connection.

Mental Health: A Professional and Personal Responsibility

A standout presentation prompted deep reflection on how mental health advocacy extends beyond our professional roles. Participants described the session as eye-opening and heartwarming, noting that it challenged them to think not only about supporting their communities, but also about recognizing signs of mental health struggles among friends, family, and colleagues. For many, this was a defining moment of the day - one that will influence both their careers and personal lives moving forward.

The Power of Persistence

Stories of perseverance left a strong impression. One reflection centered on continuing to show up for a student who openly expressed resistance. The courage to remain present - even when it felt intimidating - ultimately led to meaningful impact. This theme reinforced an important lesson: consistency and care can shift relationships over time. Change does not always happen immediately, but commitment matters.

Different Contexts, Shared Challenges

Participants also discussed how challenges vary across regions - from small, tight-knit communities to larger urban centres — yet no setting is without complexity. What may seem like an advantage from the outside often carries its own unique obstacles. This conversation broadened perspectives and encouraged participants to view challenges not as limitations, but as opportunities for innovation and growth.

Unique, Crucial, and Interconnected

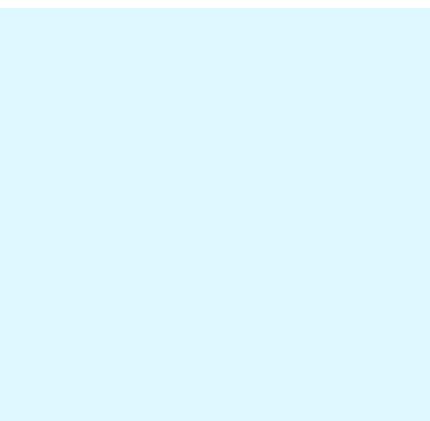
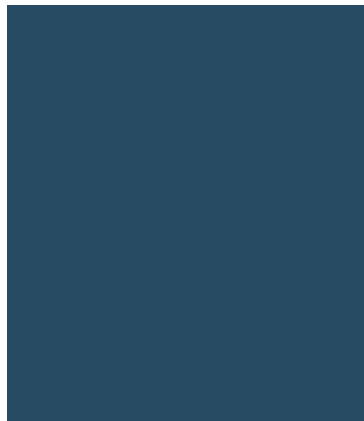
The day closed with a reflection inspired by Emergent Strategy by Adrienne Maree Brown, using the anatomy of a tree as a metaphor for collective impact. Just as roots, trunks, branches, and leaves each serve distinct but interconnected roles, so too does each individual and organization within the community. There is no competition for importance - only shared responsibility and interdependence.

Participants were reminded that each of them is unique, crucial, and part of a larger ecosystem of change. The forum strengthened not only knowledge and skills, but also connection - ensuring that the work ahead is collaborative, grounded, and deeply interconnected.



Partner Exhibit

Thank you to the following organizations who had kiosk tables at the exhibit: ACCROC, ACSM Filiale de Montréal, CHSSN, FDMT, Fondation Jeunes en Tête, Movement Jeunes et Santé Mentale, Santé Québec, SPARX, Tel-Aide Montréal, CAP Santé Mentale, AlterHéros, ASPQ, Vent Over Tea.



Day 2, February 25th, 2026

Morning Reflections: Conversation Café on Wins, Worries & Wild Ideas

Following the acknowledgment of Pink Shirt Day, participants took part in a Conversation Café energizer, “Wins, Worries & Wild Ideas,” to surface collective strengths, shared challenges, and bold aspirations. The discussion highlighted a network that is collaborative, resilient, and unwavering in its commitment to youth, even amid ongoing structural pressures.



Wins

Participants celebrated strong partnerships, meaningful youth engagement, and dedicated, values-driven teams. Many organizations highlighted successful programming, themed events, new initiatives, and expanding collaborations. Youth participation, safe spaces, and authentic relationships were consistently identified as core successes. Despite staffing and funding pressures, teams remain mission-driven and innovative.

Worries

Funding insecurity emerged as the dominant concern. Participants expressed anxiety about short-term project funding, limited core funding, heavy reporting requirements, and potential budget cuts. These financial pressures are closely tied to staff burnout, retention challenges, blurred work boundaries, and capacity constraints. Additional concerns included difficulty reaching certain youth populations (including rural, English-speaking, immigrant, and 18–29 groups), rapid growth without sufficient infrastructure, and maintaining quality while expanding services.

Wild Ideas

The “wild ideas” reflected both imagination and practicality. Participants envisioned dedicated youth spaces, permanent homes, expanded programming, regional tours, conferences, youth forums, podcasts, and stronger ENG/FR collaboration. Many ideas centered on amplifying youth voice and creating visible, vibrant community hubs. Notably, several “wild ideas” also called for structural shifts — more core funding and reduced reporting burdens — underscoring a desire to move from sustainability concerns toward strategic growth.

Overall, the exercise highlighted a sector rich in collaboration and creativity, grounded in strong relationships, and ready to think boldly about the future — provided structural supports evolve alongside ambition.



Fight Club

Griffin introduced the "Fight Club" workshop focused on constructive conflict and beloved community, emphasizing the importance of discussing conflict. The workshop covered various angles, including policies, organizational culture, and mediation. Participants used a conflict dashboard tool to reflect on and discuss conflict case studies. Griffin highlighted the role of love in conflict resolution, referencing Bell Hooks and the concept of Beloved Community. The workshop aims to equip participants to handle conflicts better and support those they serve. Griffin also discussed the importance of learning together and adapting to different conflict modes, using the Thomas-Kilmann model.

Participants were instructed to form small groups of 4-5 for story circles to share reflections on conflict and emphasizing confidentiality within the groups. Participants were encouraged to reflect on shared stories without giving advice initially, focusing on understanding through images or words.

FIGHT CLUB ☆ Conflict Dashboard: Four Fold Reflection Process ☆

1. Based on your perception, where does the conflict fit on the following 3 scales ?

low stakes ←

- little to no harm
- low risk, low impact
- not time sensitive

→ **high stakes**

- serious harm
- existential risk
- urgent

low complexity ←

- fewer variables & stakeholders involved;
- there is an objectively right answer

→ **high complexity**

- more stakeholders & variables involved
- high uncertainty
- there are many answers

low emotional reactivity ←

- easy to stay regulated
- low risk of big feelings
- low anxiety

→ **high emotional reactivity**

- high dysregulation
- risk of trauma response
- high anxiety

2. Follow-up Reflection Questions

- If emotional reactivity is high, what might help you or others to manage and regulate the emotional charge, without dismissing the emotions?
- If stakes or complexity are high...
 - Are there formal processes/policies that need to be followed?
 - What needs immediate attention? Where is the starting point?
 - Who else needs to be involved as a stakeholder?
 - What sources of support or guidance might be helpful?
- Perspective-taking: How might others perceive and rate this conflict differently on the 3 scales of stakes, complexity, and reactivity?

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3. Conflict Triangle Reflection

facts

- What are the key facts?
- Is more information needed?
- Is there shared access, understanding, and agreement on the facts?

feelings

- What feelings come up for you in this conflict?
- What do you perceive about the feelings of others in this conflict?
- Is there shared understanding of feelings?

future

- What is the ultimate goal here?
- Is there shared understanding of this?
- What does an ideal outcome look like?
- What does good enough look like?

4. Thomas-Kilmann Conflict Modes Reflection

Assertiveness
Focus on my needs, desired outcomes and agenda

Cooperativeness
Focus on others' needs and mutual relationships

- **Competing**
 - Zero-sum orientation
 - Win/lose power struggle
- **Collaborating**
 - Expand range of possible outcomes
 - Achieve win/win outcomes
- **Compromising**
 - Minimally acceptable to all
 - Relationships undamaged
- **Avoiding**
 - Withdraw from the situation
 - Maintain neutrality
- **Accommodating**
 - Accede to the other party
 - Maintain harmony

- Which conflict mode(s) have you been using in this conflict?

- What conflict modes do you perceive to be in use by others?

- Which conflict mode or combination of modes might help achieve the ideal outcome?

- What small experiment(s) could you try to help create this shift in conflict modes?

Fight Club: Reflections

Participants reflected on the impact of a conflict resolution dashboard, emphasizing its role in fostering empathy and perspective-taking. Participants shared personal insights: one person highlighted the importance of understanding conflict perspectives, while another noted the dashboard's applicability in both personal and professional settings. A third participant appreciated the workshop's timing and relevance, especially in a polarized society, and someone else emphasized the value of listening over giving advice. The discussion concluded with a quote from the book "Joyful Militancy: Building Thriving Resistance in Toxic Times" encouraging collective intelligence and resilience in navigating conflicts.



Panel 2: Challenges and Strategies in Partnerships/Collaborations

Moderated by: Shauna Joyce, Tyndale St-Georges Community Centre

Panelists: Marissa Norton (Vent Over Tea), Miranda Reid (Project 10), Patrick Merigan & Emanuelle Morin (Community Perspectives in Mental Health), Katie Lowry (Phelps Helps)

Moderated by Shauna Joyce, this panel examined both the promise and the pressure of partnership work in today's community landscape. While collaboration remains essential to extending impact, it is also increasingly expected—particularly by funders—adding complexity to already stretched organizations. Panelists reflected on the realities of building meaningful partnerships: the risk of overcommitting, the challenge of aligning mandates, and the strain of forming collaborations solely to meet funding requirements. At the same time, they shared examples of partnerships that strengthened trust, reduced duplication, and expanded access—particularly when grounded in shared purpose and mutual accountability.

A recurring theme was intentionality. Effective partnerships require clarity of fit, realistic capacity assessment, and systems that protect alignment over time. Trust, participants emphasized, is built through transparency, follow-through, and consistency—especially when entering new communities or integrating services across organizations. A practical tool highlighted during the discussion was the use of a [Collaborative Partnership Map](#) to categorize partners (e.g., crucial partners, emerging partners, and broader influencers such as funders and policymakers). This structured approach helps organizations prioritize outreach, protect capacity, clarify alignment, and avoid being pulled in too many directions.

Key Takeaways

- Partnerships are most effective when intentional, aligned with mission, and realistically resourced.
- Trust is built through transparency, follow-through, and consistency—not proximity alone.
- Structure (such as partnership mapping and tracking systems) protects organizations from overextension.
- Reciprocity and funding equity must be named explicitly in collaborative work.
- Leadership sustainability is critical to partnership sustainability.



Actions to take (concrete next steps for organizations):

- Conduct an internal partnership mapping session to clarify priorities and gaps.
- Define what “meaningful partnership” means within your organization.
- Create simple tracking systems to maintain accountability and follow-through.
- Assess fit before entering funding-driven collaborations.
- Name and negotiate fair compensation when expertise is requested.
- Attend a pilot Executive Director peer group with a light structure and shared facilitation.



Best practice spotlight: Collaborative Partnership Mapping

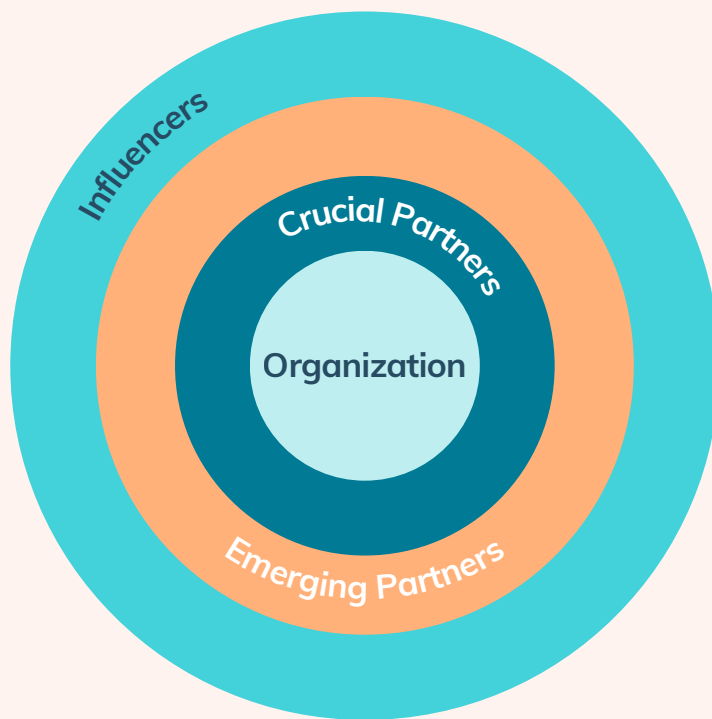
Katie from Phelps Helps shared a practical leadership tool developed in response to what she described as “partnership ADHD” — saying yes to every collaboration opportunity without clear structure or prioritization.

Their solution? [A Collaborative Partnership Map.](#)

How It Works

Organizations gather as a team and map partners into three intentional categories:

- **Crucial Partners** – Relationships that are essential to delivering the organization’s mandate and must be actively maintained.
- **Emerging / Important Partners** – Valuable partnerships that are developing or have growth potential.
- **Influencers** – Broader stakeholders such as funders, policymakers, institutions, and systems-level actors who shape the operating environment.



Adaptation of [Collaborative Map Model](#) by Phelps Helps, as described during #Rise&Reflect. Visit their model and handbook on the Phelps Helps website. Note. From Collaborative map, by Phelps Helps (n.d.), Phelps A-Z handbook (<https://www.phelpshelps.ca/collaborative-map>).

Why It Matters

This structured approach helps organizations:

- Prioritize outreach and protect staff capacity
- Align partnerships with mission and strategy
- Avoid service duplication
- Identify service gaps
- Strengthen accountability across teams

By intentionally naming and categorizing relationships, organizations shift from reactive collaboration to strategic partnership building.

Panel 3: Creating a Supportive Culture in the Workplace

Moderated by: Marissa Norton (Vent Over Tea)

Panelists: Marc Griffin (Ami-Québec), Isabelle Paquette (Friends for Mental Health), Kathleen Charles (Head & Hands), Verity Jordan (JH Partners).

This panel focused on how community organizations can build healthier, more collaborative internal cultures while doing emotionally demanding work with vulnerable communities. The core idea that anchored the conversation was: “stability internally translates to stability externally.” Panelists emphasized that sustainable services depend on staff feeling supported, resourced, and able to set boundaries—especially in environments shaped by high emotional load, limited funding, and frequent change.

The discussion highlighted four recurring pillars: empathy/adaptability, ongoing training and communication, healthy boundaries, and staff wellness supports. Participants shared practical examples of how culture is built through consistent, everyday practices—not one-off workshops—and how both staff and volunteers can drive change by naming capacity honestly, formalizing support structures, and creating regular opportunities for connection and rest.

Actions to take (concrete next steps for organizations):

- Establish a “capacity honesty” norm: give staff permission to pause/scale work without stigma.
- Add a standing debrief practice (weekly or post-program) for client-facing roles.
- Implement or expand supervision: peer supervision circles and access to clinical consult when needed.
- Run a quarterly pulse check on burnout, workload, purpose, and support needs.
- Allocate an annual training budget (individual and team trainings); prioritize Mental Health First Aid where relevant.
- Formalize rest and reconnection: schedule at least one retreat, plus smaller recurring culture rituals.
- Strengthen volunteer infrastructure: structured onboarding, clear scopes, recognition plan, and pathways for growth.
- Create a lightweight “wellness menu”: staff vote on 3–5 low-cost activities to rotate through the year.



Key Reflections and Closing Takeaways from Day 2

The closing session created space for collective reflection, gratitude, and intention-setting. Participants were invited to share what they were taking away from the past two days and what they intended to carry forward into their work and communities. The tone was deeply appreciative, candid, and hopeful.

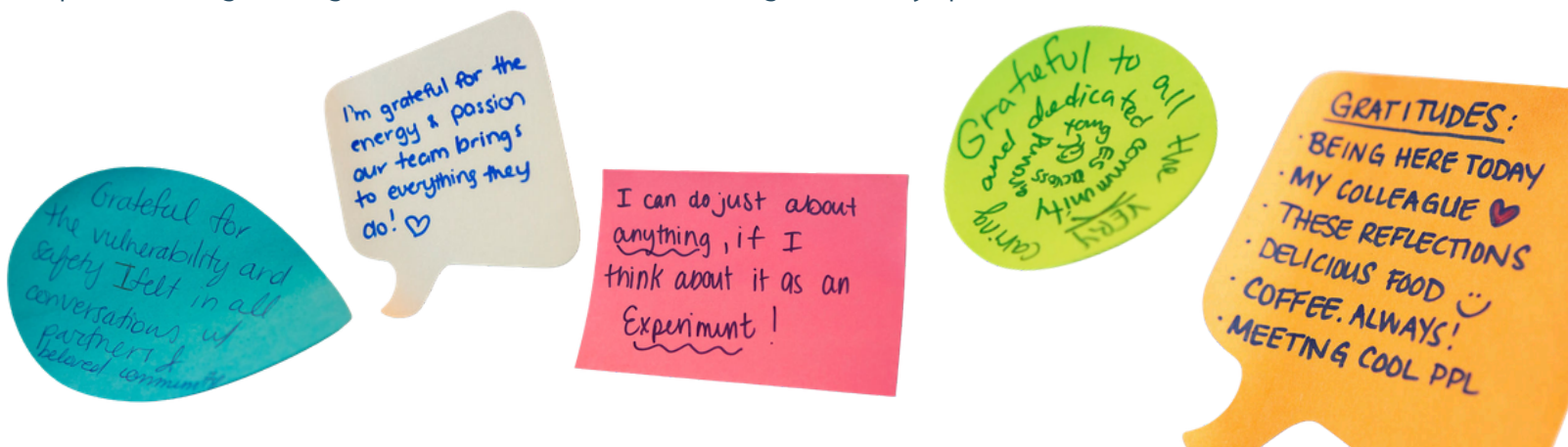
Several key themes emerged in the reflections:

- **Authenticity matters.** Participants noted the importance of bringing their full, authentic selves into their work — recognizing that creating safe spaces for clients begins with allowing ourselves to show up honestly and vulnerably.
- **Organizational self-care is essential.** The idea of formalized retreats and structured moments of reflection resonated strongly. Attendees committed to advocating for intentional rest and reconnection practices within their own organizations.
- **Solidarity energizes the work.** Many expressed a renewed sense of collective purpose. Hearing that others face similar challenges — and share similar values — fostered motivation, validation, and momentum.
- **Practice what we preach.** Participants appreciated that the forum modeled the very principles it discussed: boundaries, well-being, candour, experimentation, and compassion.
- **“Try it” mindset.** One reflection captured the spirit of experimentation — approaching new ideas as experiments rather than high-stakes risks. This reframing empowers action and innovation without fear of failure.
- **Psychological safety and openness.** Several attendees remarked on the rare and meaningful sense of trust in the room. Executive Directors, staff, and emerging leaders engaged as equals, sharing tools and advice without hierarchy or guardedness.
- **AI, and Human Connection.** Participants raised important questions about the growing use of AI chatbots as informal sources of support, particularly for seniors, youth, and individuals experiencing isolation. While AI tools may increase accessibility, there is concern that they could unintentionally replace — rather than supplement — human connection. As technology becomes more embedded in daily life, ongoing sector dialogue will be essential to ensure innovation strengthens, rather than diminishes, community-based relationships.

Gratitude was a strong current throughout. Participants described feeling seen, energized, and filled with love — particularly in a broader context where community work can feel heavy or isolating.

Gratitude Gallery

The Gratitude Gallery, an area set aside with post-its and markers for meeting participants to share gratitude, revealed a powerful throughline of connection, community, and renewal. Participants expressed deep appreciation for meaningful exchanges, honest and vulnerable conversations, and the opportunity to gather with others who understand both the challenges and victories of their work. Many highlighted the value of learning new tools and ideas, feeling re-energized and inspired, and having time and space to reflect and reset. There was strong recognition of colleagues, organizers, and the broader network of passionate professionals dedicated to serving their communities. Alongside these reflections were simple but heartfelt notes of joy — laughter, good food, coffee, and shared moments — underscoring that the forum was experienced not only as a professional gathering, but as a restorative and affirming community space.



Evaluation Highlights

The Forum had a strong and measurable impact across connection, learning, and collaboration. An overwhelming **98% of participants met someone new** working on mental health initiatives, and **87% strengthened existing connections**, underscoring the Forum's effectiveness as a space for partnership-building and cross-sector exchange.

Learning outcomes were equally strong:

- **91%** gained new knowledge or insights relevant to their work.
- **85%** were introduced to useful tools, resources, or practices.

Participants described the Forum as both practical and actionable, highlighting specific tools, mapping exercises, and strategies — including approaches for navigating conflict and fostering collaboration — that they intend to bring back to their teams.

A majority also reported feeling better equipped to implement community mental health programs (61%) and to communicate the specific needs of English speakers to improve access to services (54%). Responses suggest that while the Forum sparked ideas and momentum, translating learning into implementation and advocacy may require continued collaboration and time.

Overall, **93% of respondents rated the Forum as beneficial** or very beneficial to their work or organization — a strong endorsement of its relevance and impact.

Participants consistently emphasized the value of meaningful connection, shared learning, and ecosystem awareness. Many identified concrete follow-up actions and collaborations they plan to pursue. The most common suggestion for future Forums was simply more time — for deeper discussion, networking, and sustained engagement.



What's Next: Building on the Momentum of #ReflectandRise

CHSSN will explore ways to support next steps and maintain momentum:

1. Strengthen Ongoing Network Connection

- Convene follow-up virtual gatherings to deepen conversations started at the Forum.
- Explore establishing a light-structure Executive Director peer circle.
- Create opportunities for continued regional cross-sector exchange.

3. Support Partnership Sustainability

- Develop and share practical templates or guides (e.g., Partnership Mapping tool, collaboration agreements).
- Facilitate dialogue with funders about realistic capacity expectations and funding equity.
- Encourage mission-aligned, strategically resourced collaborations.

Promote Organizational Sustainability & Staff Well-Being

- Integrate themes of leadership sustainability, burnout prevention, and healthy workplace culture into future programming.
- Offer learning opportunities focused on supervision models, capacity assessment, and boundary-setting.

2. Expand and Mobilize Shared Tools

- Continue expanding the CHSSN Mapping App across additional regions.
- Provide technical support and training to increase uptake and strategic use.
- Encourage data-informed collaboration and advocacy using mapping insights.

4. Advance Sector Dialogue on Emerging Issues

- Initiate structured discussion on AI, digital tools, and human connection in mental health work.
- Explore guidelines or principles that balance accessibility with relational integrity.
- Monitor evolving trends affecting English-speaking communities.

6. Advocate for Structural Supports

- Continue advocating for increased core funding, reduced administrative burden, and equitable access to services for English-speaking communities.
- Use Forum insights and evaluation data to inform funder engagement

How Organizations Can Build on this Work

Clarify and protect capacity

Use partnership mapping and internal reflection to align collaborations with mission and resources.

Strengthen relational outreach

Prioritize consistency, representation, and trusted community relationships.

Keep connection at the centre

Ensure digital tools complement — not replace — meaningful human relationships.

Formalize staff supports

Embed debrief practices, supervision, and structured rest to sustain leadership and teams.

Adopt a “try it” mindset

Pilot small-scale innovations to translate learning into action.

