

Mission Statement

To protect and enhance the lives of children through strengthening families in partnership with our community.

Vision Statement

Our vision is to develop, through collaboration, a community where all children grow up with a sense of belonging, in a safe and nurturing environment.

Values Statement

Children and families are our priorities.

We value:

- Integrity: we are guided by what is ethical.
- Diversity: we respect all individuals' unique differences.
- Dignity: we respect the inherent worth of each individual.

Slogan

Caring for children...a community responsibility.

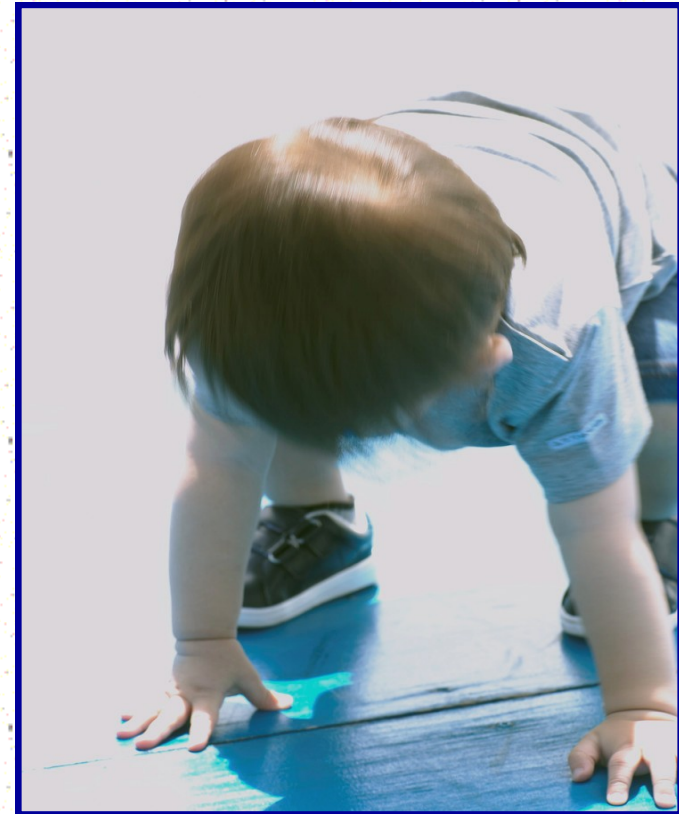


The Children's Aid Society
of the District of Thunder Bay
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The Children's Aid Society
of the District of Thunder Bay

40th Annual Report 2007-2008



*“What the best and wisest parent wants
for his own child, that must the
community want for all its children.”*

John Dewey
1859-1952

American Philosopher & Educational Reformer

President's Message



Nancy Ringham

It has been my privilege to serve as the President of the Board of Directors for The Children's Aid Society of the District of Thunder Bay since June 2006. I have learned a great deal in my tenure. In two years, the landscape has changed rapidly, with increased pressures and greater demands placed on the people who are working in all areas of Child Protection in our province. Multiple contacts with the Ministry of Children and Youth Services' staff and local MPPs, through provincial OACAS consultations,

and with local service providers, has provided varied and rich learning experiences that I had not fully anticipated!

In this time, the Children's Aid Society has come through several provincial audits with remarkable outcomes, identifying numerous strengths as well as a heart to find solutions where challenges were identified. I know that Board members share an increasing concern as to how these multi-layered demands are affecting the people who work daily in the business of protecting children.

In spite of the challenges, the families and children in our communities of the District of Thunder Bay have been well-served for many years preceding our current reality. There are a number of important factors that contribute to this reality, but I believe there is one that helps this organization sustain the tides of change over time.

I would say there is a deep "sense of relationship" at every level of this organization. The children and families are served by professional staff, trained foster parents and committed volunteers who work to develop relationships to ensure strong connections for children and their caregivers. The front line staff work on strong teams with their supervisors and administrative support personnel. Supervisors are experienced team leaders who have a higher than provincial average length of employment with this Children's Aid Society, which is conducive to nurturing ongoing relationships within the organization. Senior managers work creatively to provide leadership and growth opportunities for staff, and have encouraged and modeled growing partnerships with community-based service providers of every sort.

Building and restoring relationships in all of their complexities has been the challenge for the field of child protection for over a century. I am proud to have served the District of Thunder Bay in this capacity, and give thanks for the opportunity to work in relationship with all of you as you provide this essential service for our communities.

Staff Recognition Program

Our Staff Recognition Program acknowledges and honours our employees who have given many years of dedicated service. The program is our way of saying thank you—thank you for your devotion, thank you for your dedication, thank you for your commitment to helping children and families in our community.

Congratulations and thanks to our employees who have achieved the following years of service to June 30th, 2008:

35 Years

Bill Romanowski

30 Years

Judy Castellan
Gail Quirion

20 Years

Loretta Montgomery
Helen Kelly
Ginny Saelens

25 Years

Nancy Lynch

15 Years

Ron Slusar
Craig Williamson
Dorothy Halow
Susan Shipston

10 Years

Diana Mellerup
Shelby Salo

5 Years

Michelle Costa Tracie Malcolm
Kristi Walraad Darcy Williams
Jo Anne Smith Tawny Roblin
Michelle McLean

Board of Directors

Officers

President.....Nancy Ringham
Vice President.....Jennifer Carey
Secretary.....Jane Petrone
Treasurer.....John Lockyer

Directors

Janine Black
Ted Hanley
Annette Hodgson
Mara Izzo
Dyann “Bert” Kreps
Aimee Linkewich
Liz Madigan
John Park
John Read
David Tranter

Ad Hoc Member

Joan Schultz



Executive Director’s Message

As we celebrate our 40th year as an organization, The Children’s Aid Society of the District of Thunder Bay looks forward to the challenges that lie ahead. As an agency, our focus is on children and families. The Child Welfare Transformation agenda is the template for the changes we anticipate making and our goal is to find new and better ways to better serve children and families.



Rob Richardson

As the province of Ontario adapts to a changing world economy, we recognize that the pressure on resources will

continue. However, the Board and the agency remain strong advocates for children and families and continue to do our part to “speak up for Ontario’s children”. As a consequence of this belief we, as caring and responsible parents, must clearly and articulately raise the issue of unequal access to the province’s resources that sadly, is the reality for children in care. Further, we must continue to discuss with the Ministry the growing discrepancy between their expectations and the resources they provide to accomplish these tasks.

Throughout the past year, the agency has met many difficult and trying challenges. Our success has been the result of the efforts of many people. However, the cornerstone of our success has been our efforts to enhance and maintain relationships. Despite the changes in technology and the advent of new programs, relationships remain the central theme of change and ultimately, the basis of our human experience.

It is through individual communication that solutions to problems are found. The work of helping people is about integrity, dignity and respect. It is these values that drive the organization, it is these values that are ultimately most important. They are the beliefs that assist us in finding solutions to big and small problems. Our values have sustained us in difficult times and will provide the direction for the future.

As the goals of the Transformation Agenda become a provincial reality, we are encouraged that child welfare is moving to a place where the strengths of our children, families and community can become a substantial building block to facilitate change. As an agency, we look forward to working with individuals in a manner which creates positive energy, which capitalizes on the resources available in all situations.

The agency has emerged from a period of great scrutiny by provincial regulators as a stronger, wiser agency. We have managed these challenges as we have for 40 years, through the hard work and dedication of many people. I would like to thank the Board of Directors for their faith in the agency; the staff, foster parents and volunteers who provide the meaning to the words dignity and respect; our community partners who continue to support the agency and the people we serve; and, our funders, the Ministry of Children and Youth Services and the City of Thunder Bay.

The People We Served

Children & Families Assisted by the Society...

Child Welfare Services

	2007/08	2006/07
Investigations & Protection Services		
Inquiries	459	555
Reports Received Not Investigated	1,329	1,168
Cases Opened for Investigation	779	926
Ongoing Protection Cases at Year End	258	278
New Investigations on Ongoing Protection Cases	64	30
Kinship Services		
Kinship Families at Year End	30	34
Kinship Placements at Year End	37	44
Kinship Homestudies Initiated but not completed	7	2
Kinship Homestudies Completed	22	32

Other Child Welfare Services

<i>Adoption Services</i>	209	197
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Caring for Children

Placements

Foster Homes - Regular/Special/Treatment	161	192
Group Homes - Purchased/Society Operated	6	6
OPR	9	8
Special Arrangements - Independent Living/ECM	39	27
Other Placements - Free Homes/Institutions	9	11

Foster Homes & Adoption Homes

Foster Homes Open at March 31st, 2008	184	184
Adoption Homes—Probation	16	15
Adoption Homes Finalized with Subsidy	11	11

Financial Report

Combined Balance Sheet as at March 31, 2008

	2008	2007
Assets		
Cash	363,627	439,397
Accounts Receivable	163,158	123,654
Due from Province of Ontario	198,500	516,600
Prepaid Expenses	25,229	17,910
Residential and Office Facilities	1,553,469	1,609,943
	<u>\$2,303,983</u>	<u>\$2,707,504</u>
Liabilities and Net Assets		
Accounts Payable	1,189,082	1,176,718
Unexpended Program Funds	64,524	2,680
Deferred Revenue	3,000	36,922
Mortgage Payable	1,327,014	1,410,972
	<u>2,583,620</u>	<u>2,627,292</u>
Accumulated Deficit	(541,184)	(154,284)
Non-Statutory Fund	35,092	35,525
Invested in Capital Assets	226,455	198,971
	<u>\$2,303,983</u>	<u>\$2,707,504</u>

Combined Statement of Operations & Accumulated Deficit as at March 31, 2008

Operating Revenue		
Province of Ontario	14,844,290	14,520,133
Other	1,220,960	1,156,306
	<u>\$16,065,250</u>	<u>\$15,676,439</u>
Operating Expenditures		
Salaries & Benefits	8,840,025	8,617,192
Direct Client	6,076,327	5,520,922
Service Support	1,508,314	1,538,325
	<u>\$16,424,666</u>	<u>\$15,676,439</u>
Deficit for the Year	(359,416)	0
Accumulated Deficit, Beginning of Year	(154,284)	(85,154)
Investment in Capital Assets	(27,484)	(69,130)
Accumulated Deficit, End of Year	<u>(\$541,184)</u>	<u>(\$154,284)</u>

Note: the financial information above is summarized from statements by our Auditor, Grant Thornton, LLP. The Auditor's Report and financial statements for the year ending March 31, 2008 may be examined at the Society's office at any time.