



50th  
**ANNUAL  
REPORT  
2017-2018**

CARING FOR CHILDREN...A COMMUNITY RESPONSIBILITY



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

# MESSAGE FROM THE PRESIDENT AND EXECUTIVE DIRECTOR

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The rate of change and demands placed upon the child welfare sector remain onerous and challenging for both the field and the Children's Aid Society of the District of Thunder Bay to manage and integrate into service delivery.

Provincially, the field has responded to multiple initiatives, including an expansion of the child welfare mandate, introduction of the Child, Youth and Family Services Act, and funding reductions. The sector also issued a public apology to Indigenous families, children and communities for its role in cultural assimilation.

Locally, the Society has supported the work of the sector by participating on multiple service initiatives including but not limited to the Ontario Association of Children's Aid Society's Strategic Councils and the Shared Services initiative.

The Society also implemented the Child Protection Information Network (CPIN) in June 2017, a dedicated child welfare database linking child welfare agencies. The investment in human and financial capital was taxing and onerous. While appreciative of the Ministry of Children and Youth Services funding, the real costs associated with implementation and sustainment far exceed the allocation. Our Society as well as our provincial body continue to press the government for additional funding in order to address this funding gap.

Following an extensive consultation process the Society also introduced a new multi year Strategic Plan. Special thanks are extended to the Board of Directors, staff, youth, service recipients, community stakeholders as well as agency caregivers and volunteers for your important and insightful feedback. Your reflections were integrated into the Strategic Plan, significantly enhancing its content as well as establishing a concise road map for service delivery over the next five (5) years.

The Society also launched its Integrated Service Delivery Model predicated on the belief that realignment will ensure enhanced consistency, decision making and communication, all of which will provide better outcomes for those we proudly serve



Tragically, the Society also lost Mr. Jim Murray a dear friend and esteemed colleague who provided legal services to the organization for three decades. Mr. Murray left a legacy of professionalism and honour that will serve as a benchmark for the legal services going forward. Mr. Kevin Cleghorn is also acknowledged and thanked for competently and professionally assisting the organization during the transition period.

The Society is also fortunate to be guided by a dedicated and committed Board of Directors. A special acknowledgement to the Board Executive, and to our most recent members Mr. Adam Shaen, Ms. Rosemary McNabb, Ms. Nataly Yousif, Ms. Sandra Beaulieu and Mr. Steve Lavery. The Society would also like to extend its best wishes to outgoing Board members, Past President Dr. Donald Kerr, Mr. John Clack, Mr. Jim Howie and Ms. Miriam Cohen for their dedication to the organization and the children, youth and families of our community.

The Society and Board also acknowledge the commitment of staff, volunteers and our foster, kinship and adoptive parents who pledge themselves to bettering the lives of children, youth and families. It is through these committed individuals that the Society achieves its Vision, Mission and Values of protecting and enhancing the lives of children.

We also thank our community colleagues, Dilico Anishinabek Family Care, Tikinagan Child and Family Services, the City of Thunder Bay and the Ministries of Children and Youth Services and Community and Social Services for their partnerships in supporting the important work of the Society.

Thank you.



Mr. Roger Lepage  
Board President



Mr. Brad Bain  
Executive Director



## IN MEMORY OF JIM MURRAY

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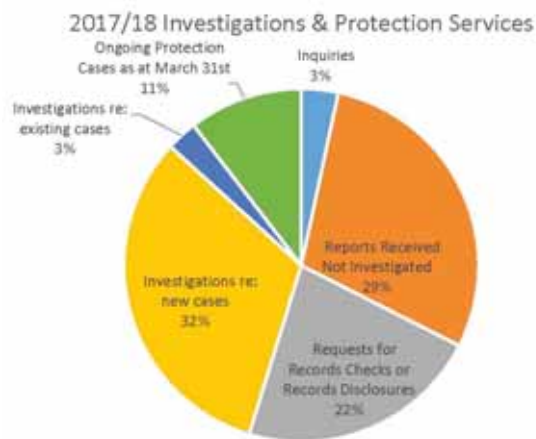
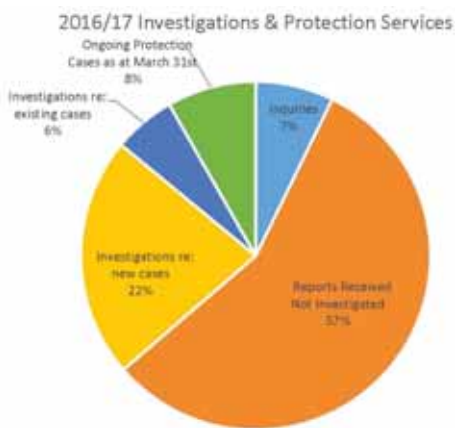


In Remembrance of James (Jim) Lewis Murray who passed away unexpectedly on January 16, 2018. Born in Fort William, Jim studied law in Toronto and then returned to Thunder Bay to practice law. He sat as a Deputy Judge in small claims court, lectured at Lakehead University and spent three decades serving the Children's Aid Society of the District of Thunder Bay and Dilico Anishinabek Family Services.

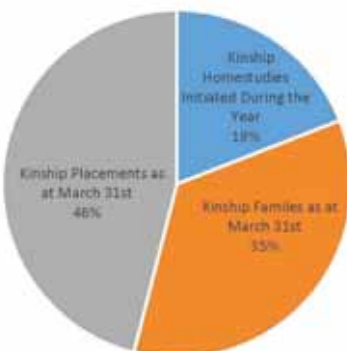
Jim will be greatly missed but never forgotten. The Legal Meeting Office has been dedicated in honor of Jim Murray. A portrait and plaque will be hung in his memory.



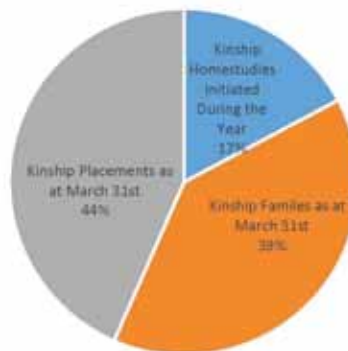
# THE PEOPLE WE SERVED



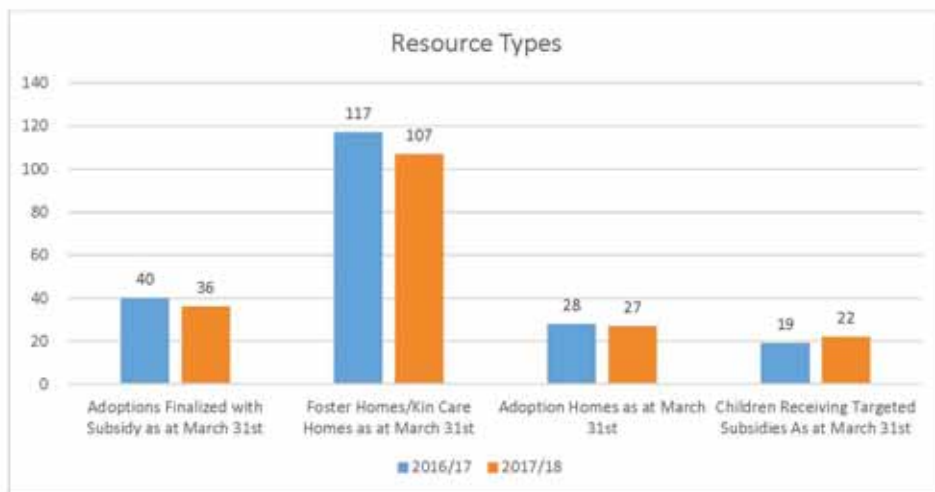
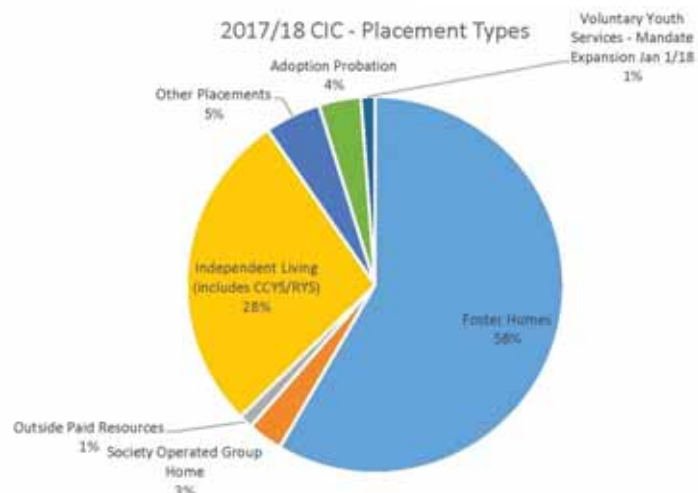
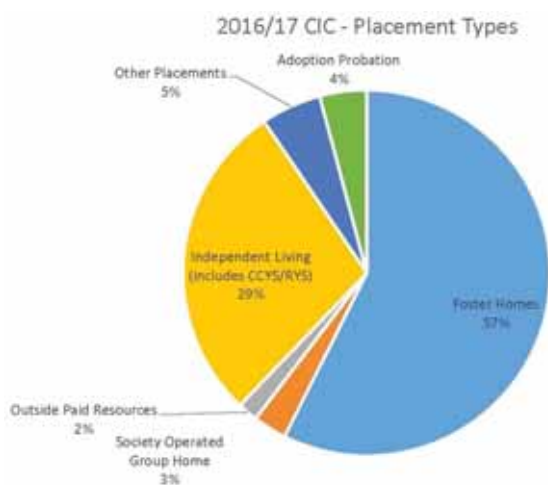
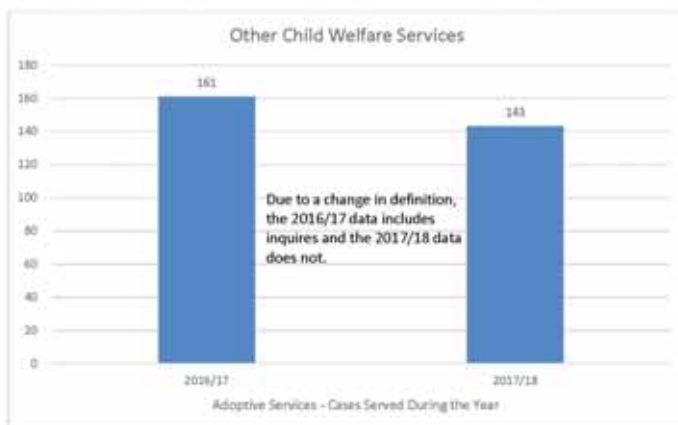
2016/17 Kinship Services



2017/18 Kinship Services



# THE PEOPLE WE SERVED



# FINANCIAL REPORT

## Combined Balance Sheet

as at March 31, 2018

	<u>2018</u>	<u>2017</u>
<b>Assets</b>		
Cash	884,889	865,639
Accounts Receivable	311,761	454,679
Due from Province of Ontario	55,888	52,078
Prepaid Expenses	39,100	35,446
Residential and Office Facilities	1,009,661	1,066,832
	<u>\$ 2,301,299</u>	<u>\$ 2,474,674</u>
<b>Liabilities and Net Assets</b>		
Accounts Payable	1,270,618	1,335,581
Unexpended Program Funds	645,363	595,147
Deferred Revenue	51,824	51,768
Mortgage Payable	253,216	380,598
	<u>2,221,021</u>	<u>2,363,094</u>
Unrestricted Net Assets	(752,105)	(646,478)
Non-Statutory Fund	75,938	71,824
Invested in Capital Assets	756,445	686,234
	<u>\$ 2,301,299</u>	<u>\$ 2,474,674</u>

## Combined Statement of Operations

as at March 31, 2018

<b>Operating Revenue</b>		
Province of Ontario	16,520,697	16,230,070
Other	1,273,311	1,597,068
	<u>17,794,008</u>	<u>17,827,138</u>
<b>Operating Expenditures</b>		
Salaries & Benefits	11,116,987	10,482,280
Direct Client	5,306,846	5,864,909
Service Support	1,401,477	1,439,570
	<u>17,825,310</u>	<u>17,786,759</u>
<b>(Deficit) Surplus for the Year</b>	<u>\$ (31,302)</u>	<u>\$ 40,379</u>
Comprised of:		
Current Year (Deficit) Surplus	<u>\$ (328,578)</u>	<u>\$ 11,763</u>
Balanced Budget Fund	<u>\$ 297,276</u>	<u>\$ -</u>
Settlement of Prior Year Deficit	<u>\$ -</u>	<u>\$ 28,637</u>

Note: The above financial information is summarized from statements examined by our Auditor, Grant Thornton LLP. The Auditor's Report and financial statements for the year ending March 31, 2018 may be examined at the Society's office at any time.

# STAFF RECOGNITION

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 for your devotion, your dedication, and your commitment to helping children and families in our community.

Congratulations and thank you to our employees who have achieved the following years of service to June 30<sup>th</sup>, 2018.



## 5 Years of Service

Amanda Salerno  
Devin Kolic  
Vanessa Bull  
Brittany Turnbull  
Dan Ezowske  
Kristie Williamson

## 10 Years of Service

Rylee Melchiorre

## 20 Years of Service

Diana Mellerup  
Barb Novak

## 25 Years of Service

Susan Shipston  
Dorothy Halow  
Susan White  
Ron Slusar

## 30 Years of Service

Helen Kelly  
Loretta Montgomery  
Lily Tropea



## BOARD OF DIRECTORS 2017-2018

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### OFFICERS

Mr. Roger Lepage, President  
Ms. Kristen Spithoff, Vice-President  
Ms. Katie Speziale, Treasurer  
Mr. Rob Barrett, Governance Lead

### DIRECTORS

Ms. Sandra Beaulieu  
Ms. Miriam Cohen  
Ms. Helen Eaton  
Mr. Jim Howie  
Mr. Steve Lavery  
Ms. Lorna MacAskill  
Mr. Adam Shaen  
Ms. Nataly Yousif

### RETIRING DIRECTORS

Mr. John Clack  
Ms. Miriam Cohen  
Mr. Jim Howie  
Mr. Donald Kerr



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TO RETIRING DIRECTORS, THANK YOU FOR THE  
SUPPORT AND DEDICATION TO OUR CHILDREN,  
YOUTH AND FAMILIES

# STRATEGIC PLAN 2018-2023



Caring for Children... a Community Responsibility

2018-2022 Draft Strategic Plan

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

## PROPOSED MISSION

In partnership with families and our communities, we promote the safety and wellbeing of children and youth to help them reach their potential.

## PROPOSED VISION

Thriving Children and Youth. Engaged Families. Strong Communities.

## PROPOSED VALUES

Children, youth and families are our priorities. We value:

- Inclusivity • Diversity
- Equity • Accountability

### Responsive Services

Provide equitable and evidence-based services that result in better outcomes for children, youth and families.

Strengthen our focus on prevention and early help/intervention

Amplify the voices of children, youth and families we serve

Implement strategies to address issues of inequity and oppression for vulnerable populations

### System Collaboration

Collaborate and engage with stakeholders to provide seamless and integrated services to our communities, children, youth and families.

Identify and prioritize service gaps and opportunities

Leverage community engagement to strengthen service delivery and partnerships

Work collaboratively with key decision-makers on system improvements

Strengthen our commitment to advocacy efforts for children, youth and families

### Staff Engagement

Sustain and enhance organizational wellness, and sustain passionate, engaged and healthy staff to deliver excellent services.

Build a supportive agency culture grounded in open communication and collaboration

Support the continued integration of the team model

Promote opportunities for staff engagement and participation

Promote safety and equity in the work place

### Service Excellence

Through demonstrated leadership and operational flexibility, meet our commitments and be valued by our people and those we serve.

Develop and implement a succession plan

Manage human and financial resources to meet existing & projected organizational and service needs

Develop a culture of continuous learning

Implement innovative internal processes and technologies that support service excellence and achieve efficiencies

**ANTI-OPPRESSIVE PRACTICE DIRECTIONAL STATEMENT:** We are committed to equity, freedom from adverse discrimination and harassment, and the removal of all barriers to equal opportunity. Critical consciousness and awareness of our power and privilege are essential to becoming allies.

### Head Office:

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Thunder Bay, ON  
P7B 6M7  
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Fax: (807) 343-0141

### Geraldton Office:

P.O. Box 687  
Geraldton, ON  
P0T 1M0  
Tel: (807) 854-1910  
Fax: (807) 854-1936

### Marathon Office:

P.O. Box 340  
Marathon, ON  
P0T 2E0  
Tel: (807) 229-0580  
Fax: (807) 229-0593

### Nipigon Office:

P.O. Box 1028  
Nipigon, ON  
P0T 2J0  
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Fax: (807) 887-2211

[www.thunderbaycas.ca](http://www.thunderbaycas.ca)



# MISSION

**Thriving Children and Youth.  
Engaged Families.  
Strong Communities.**



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

[www.thunderbaycas.ca](http://www.thunderbaycas.ca)