

The background of the cover features a diagonal split. The upper-left portion is a teal color with dark teal silhouettes of two children walking away from the viewer. The lower-right portion is white. The text is centered on the white background.

51st

ANNUAL

REPORT

2018 - 2019

CARING FOR CHILDREN...A COMMUNITY RESPONSIBILITY

MESSAGE FROM THE PRESIDENT AND EXECUTIVE DIRECTOR

The demands and uncertain economic times which the child welfare sector and the Children's Aid Society of the District of Thunder Bay are experiencing, create unique challenges for both the field and agency. Unfortunately, these challenges have resulted in organizational right sizing impacting staff complement and programming.

Over the past year, the Society continued to advocate on behalf of and support 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 organization is also active locally through participation on multiple committees and work groups.

A commitment that is synonymous with the organization's engagement is the Northern Strategy, a proposed response in partnership with other child welfare organizations and local service providers to bridge gaps and enhance local service delivery to children, youth and families.

The Society also ratified a four year collective agreement with CUPE Local 2296 ensuring a continuation of uninterrupted service delivery to our community.

Provincially, the field has responded to multiple initiatives, including an expansion of the child welfare mandate and introduction of the *Child, Youth and Family Services Act*. The Society has also experienced significant economic pressures all of which are occurring within a climate of potential sector reconfiguration.

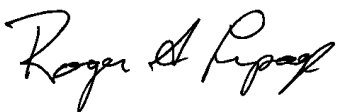
The Society is fortunate to be guided by a dedicated and committed Board of Directors. A special acknowledgement to the Board Executive and in particular President Mr. Roger Lepage, who has been instrumental in guiding the Board through significant economic pressures and the revitalization of Governance By-Laws and Strategic Planning.

The Society would also like to extend its best wishes to outgoing Board member and Treasurer, Ms. Katie Speziale and acknowledge her dedication to both the organization and to the children, youth and families of our community.

The Society and Board acknowledge the commitment of staff, volunteers and our foster, kinship and adoptive parents who dedicate themselves to bettering the lives of our community's children, youth and families. It is through these committed individuals that the Society operationalizes its Vision and Mission statements.

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

Thank you.



Mr. Roger Lepage
President, Board of Directors



Brad Bain
Executive Director

Saves MATTer

The Children's Aid Society of the District of Thunder Bay and its Foundation were honoured to be named as a beneficiary of Saves MATTer.

Saves MATTer is an initiative established by Mr. Matt Murray in honour of his late father Mr. Jim Murray, a dear friend and esteemed colleague who provided legal services to the organization for three decades.

For every save Mr. Matt Murray made in the 2018-19 season, the goaltender made a donation of \$30 to youth-based charities. The Pittsburgh Penguin Foundation also supported Mr. Matt Murray's Saves MATTer program with a generous donation.

Proceeds from Saves MATTer will be utilized to further the advancement of recreational and educational opportunities for children and youth.

The Children's Aid Society of the District of Thunder Bay and its Foundation extend appreciation and gratitude to Mr. Matt Murray and The Pittsburgh Penguin Foundation for their support of the wellbeing of children and youth in the City and District of Thunder Bay.



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 their devotion, dedication and 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 30th, 2019

Years of Service

30 Years

Tony DeAgazio
Teri-Ann Hardy-Martyn
Wanda MacArthur

25 Years

Cathy Quinte
Juliana Miskimins*

10 Years

Dana Alexander
Jessica Charlton
Carrie Costa
Marlena Kerkermeier
Robyn Melanson
Sara Miller
Amy Mueller
Sarah Morrison
Bruce Probizanski
David Valente
Cherie Haywood*
Darlene Marsh*
Lorraine Merritt*
Yvonne Perrier*

20 Years

Charmaine Cades
Trevor Clifford
Penny Linkewich
Shelby Salo

15 Years

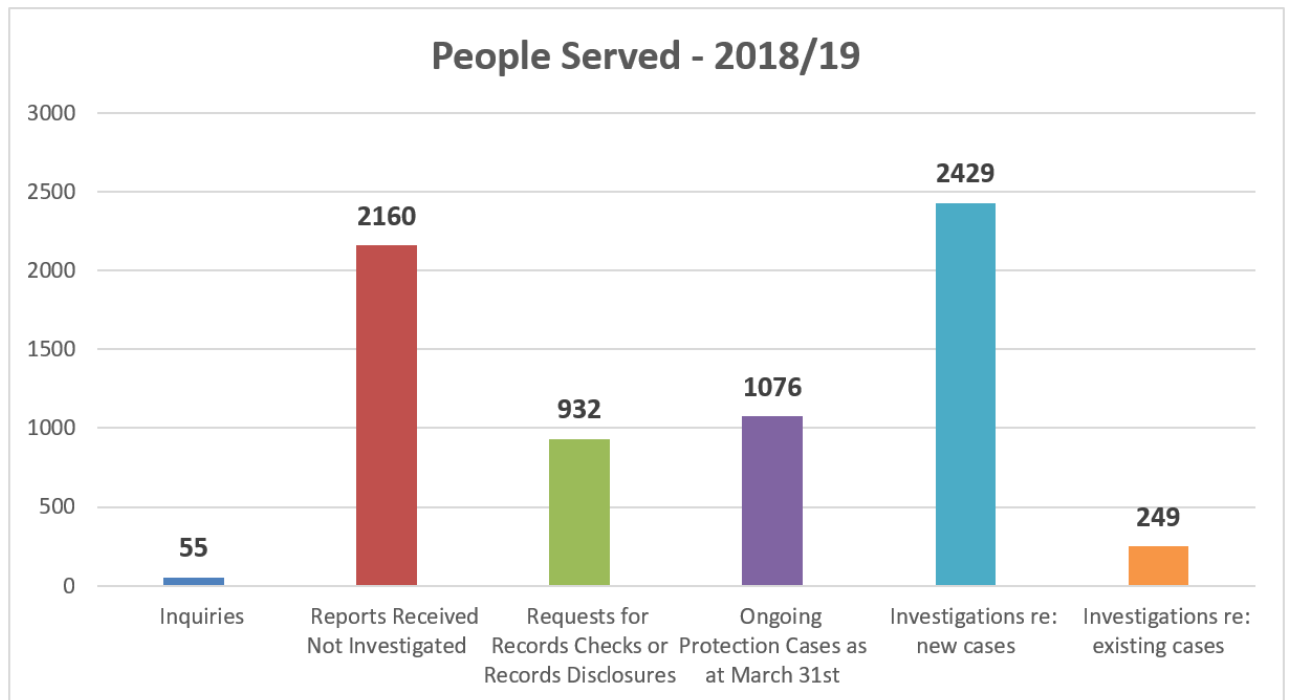
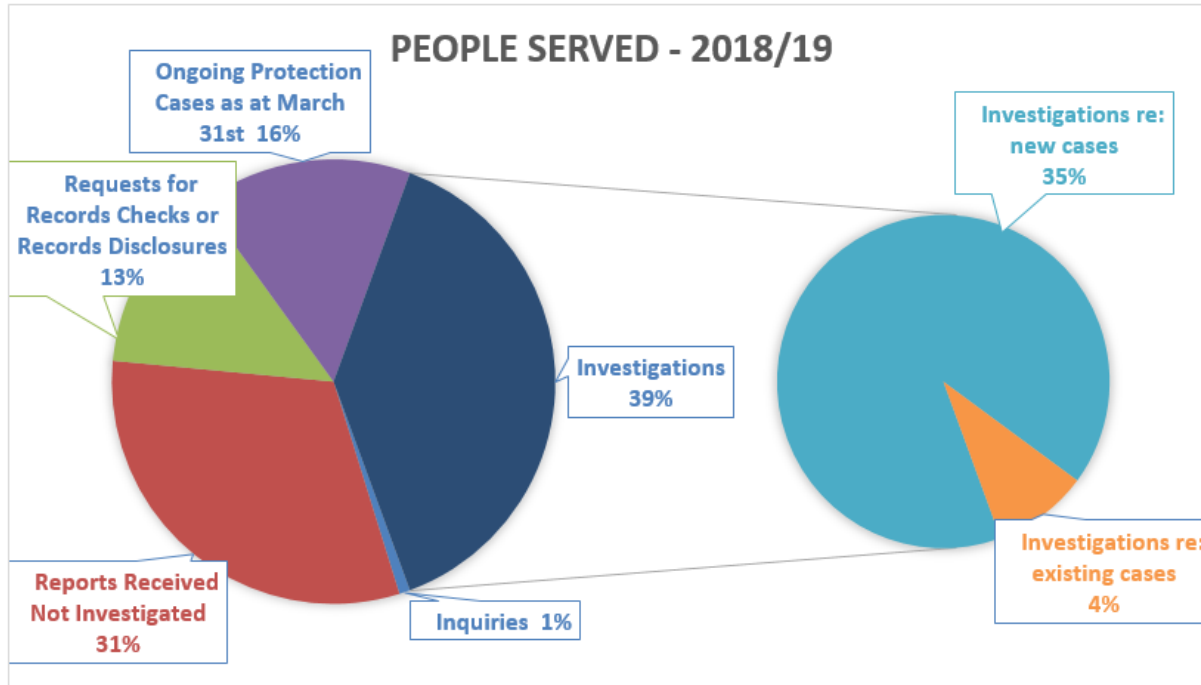
Patricia Maxton
Tara Tesolin
Carol Romanowski*
Tracey Sitch*

5 Years

Patricia Butler
Kara Savas
Sandi Stanert
Laura Barscello*
Jackie Graham*
Maggie Lavoie*
Aaron Loda*
Margaret McIntyre*
Don Modin*
Valerie Modin*
Lisa Ponder*
Chris Stewart*
Tara Wyspianski*

* Contract and Casual

THE PEOPLE WE SERVE



STRATEGIC PLAN 2018–2023



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

Caring for Children... a Community Responsibility

MISSION

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

VISION

Thriving Children
and Youth. Engaged
Families. Strong
Communities.

VALUES

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

- Integrity • 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

Organizational Health

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

Organizational Excellence

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

Develop and implement a succession plan

Manage human and financial resources to meet organizational and service needs

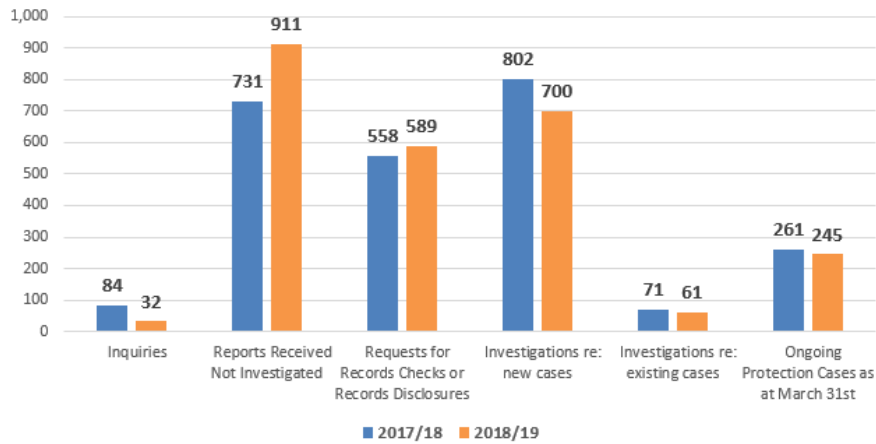
Develop a culture of continuous learning

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

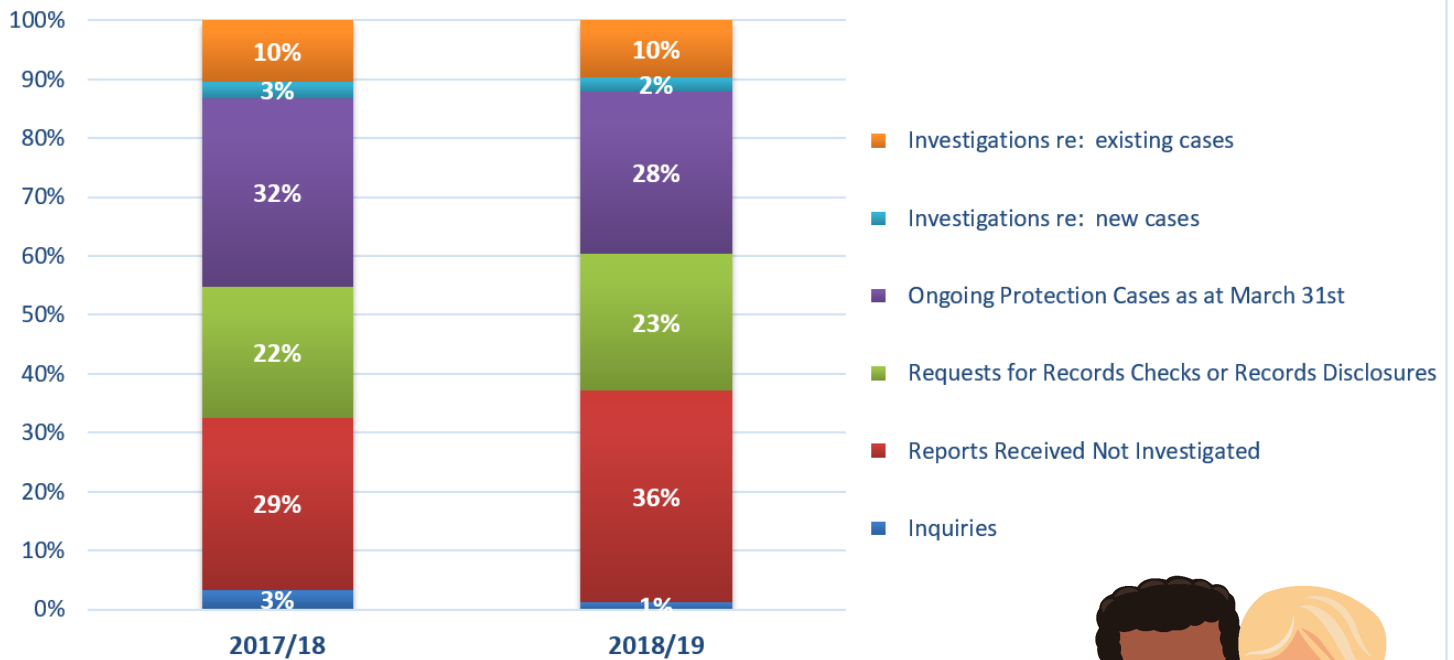
ANTI-OPPRESSIVE PRACTICE DIRECTIONAL STATEMENT: We are committed to equity, freedom from adverse discrimination and harassment, and the removal of all barriers to equal opportunity. Critical consciousness and awareness of our power and privilege are essential to becoming allies.

SERVICES WE PROVIDE

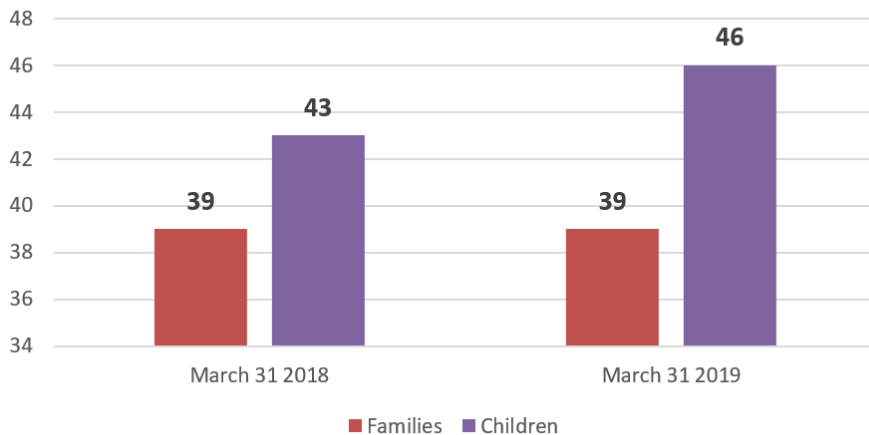
Investigations & Protection Services



Investigations & Protection Services

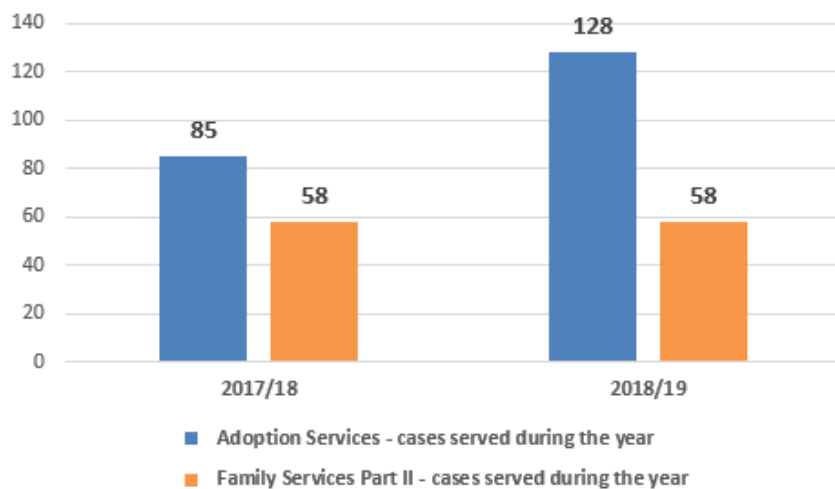


Kinship Service as of March 31st



SERVICES WE PROVIDE

Other Child Welfare Services



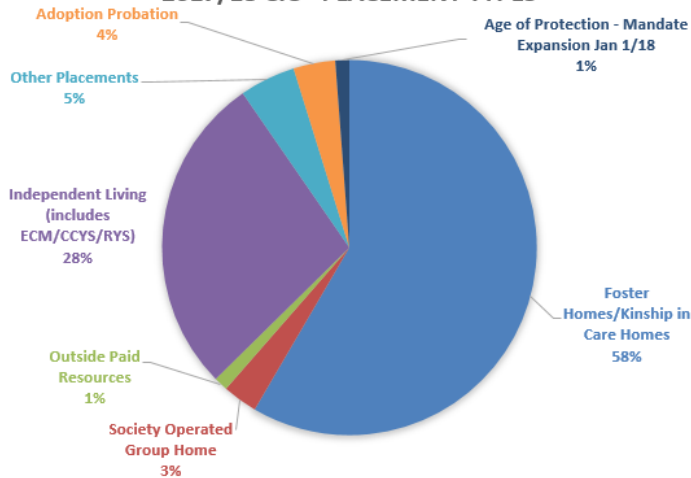
Adoption Services:

- a. Adoption Disclosure Counselling
- b. Post Adoption Services
- c. Witnessing Adoption Consents

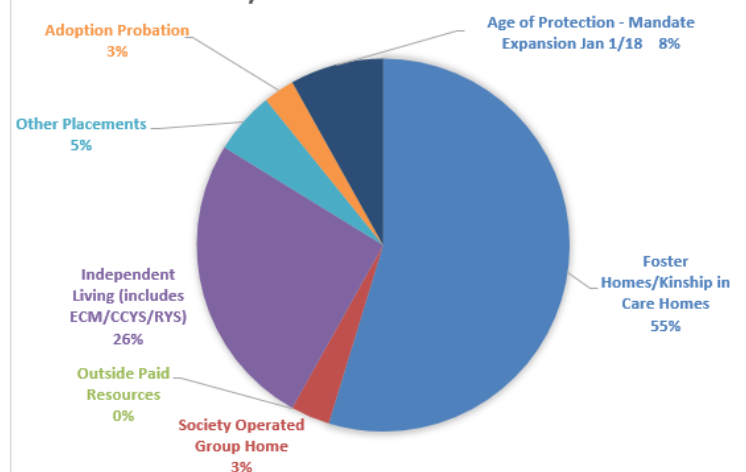
Family Services - Part II:

- a. Pregnancy Planning
- b. Miscellaneous Requests from Former Children and Youth in Care

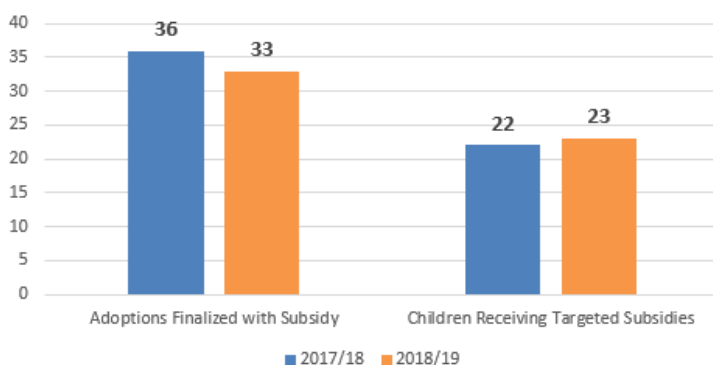
2017/18 CIC - PLACEMENT TYPES



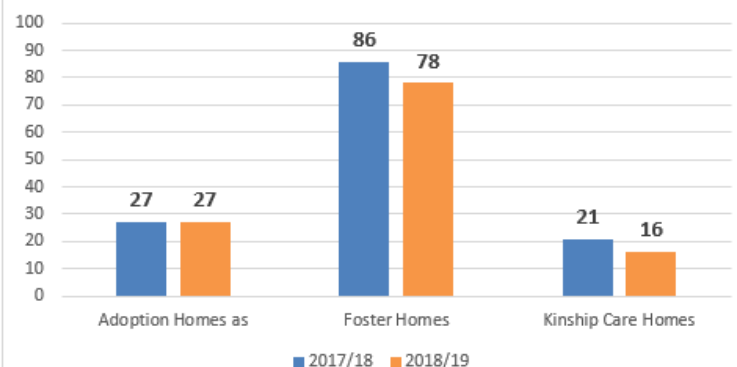
2018/19 CIC - PLACEMENT TYPES



Adoptions Subsidies as at March 31st



Resource Homes as at March 31st



FINANCIAL REPORT

Combined Balance Sheet as at March 31, 2019

	2019	2018
Assets		
Cash	\$ 979,155	\$ 884,889
Accounts Receivable	\$ 272,153	\$ 311,761
Due from Province of Ontario	\$ -	\$ 55,888
Prepaid Expenses	\$ 39,741	\$ 39,100
Residential and Office Facilities	\$ 955,623	\$ 1,009,661
	<u>\$ 2,246,672</u>	<u>\$ 2,301,299</u>
Liabilities and Net Assets		
Accounts Payable	\$ 1,286,525	\$ 1,270,618
Unexpended Program Funds	\$ 612,429	\$ 645,363
Deferred Revenue	\$ 294,109	\$ 51,824
Mortgage Payable	\$ 122,630	\$ 253,216
	<u>\$ 2,315,693</u>	<u>\$ 2,221,021</u>
Unrestricted Net Assets	\$ (986,999)	\$ (752,105)
Non-Statutory Fund	\$ 84,985	\$ 75,938
Invested in Capital Assets	\$ 832,993	\$ 756,445
	<u>\$ 2,246,672</u>	<u>\$ 2,301,299</u>

Combined Statement of Operations as at March 31, 2019

Operating Revenue		
Province of Ontario	\$ 15,992,502	\$ 16,520,697
Other	\$ 1,137,396	\$ 1,273,311
	<u>\$ 17,129,898</u>	<u>\$ 17,794,008</u>
Operating Expenditures		
Salaries & Benefits	\$ 10,982,720	\$ 11,116,987
Direct Client	\$ 5,039,170	\$ 5,306,846
Service Support	\$ 1,257,307	\$ 1,401,477
	<u>\$ 17,279,197</u>	<u>\$ 17,825,310</u>
Deficit for the Year	<u>\$ (149,299)</u>	<u>\$ (31,302)</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, 2019 may be examined at the Society's office at any time.

BOARD OF DIRECTORS 2018 - 2019

OFFICERS

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

DIRECTORS

Ms. Sandra Beaulieu
Ms. Helen Eaton
Mr. Steve Lavery
Ms. Lorna MacAskill
Ms. Rosemary McNabb
Mr. Adam Shaen
Ms. Nataly Yousif

RETIRING DIRECTOR

Ms. Katie Speziale



THANK YOU FOR YOUR SUPPORT AND DEDICATION TO
OUR COMMUNITY'S CHILDREN, YOUTH AND FAMILIES



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

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